

THE BULLETIN

UNIVERSITY OF TORONTO

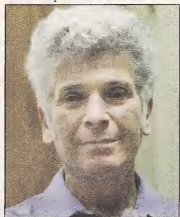
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Crafting a Roadmap for Scarborough

By Michah Rynor

HIS BEEN ON THE JOB OFFICIALLY since Sept. 1, but even before that Professor Emeritus Jonathan Freedman, interim vice-president and principal of U of T at Scarborough (UTSC), was thinking about the new position he'd accepted.



Jonathan Freedman

"The first thing I had to figure out was what it means to be a principal," Freedman said. "Everyone who is an academic knows what a dean does but what does a principal do? My response is that, in consultation with lots of

others, I make decisions about how to spend limited resources while deciding on what our vision is. I'm someone who creates a road map of where we want to go. The other major part of the job is to connect to the rest of the university and the community and tell them what a great place U of T at Scarborough is."

Freedman, who received his undergraduate degree from Harvard in 1958 and his PhD from Yale in 1961, taught at Stanford and Columbia universities before coming to U of T in 1980. His books include his oft-quoted *Media Violence and Its Effect on Aggression: Assessing the Scientific Evidence*.

Serving as interim principal is a totally unexpected and unplanned career move and it's taken him by surprise on numerous fronts.

"The year after I retired I went back to the psychology department, teaching and doing research as usual. But then a new possibility came up and I thought

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Police Target Bike Thieves

By Mary Alice Thring

IN A FIRST FOR CANADIAN UNIVERSITIES, the University of Toronto campus community police service introduced a high-tech crime prevention strategy Sept. 29 to combat a common problem: bicycle theft. By secreting a specialized global positioning system (GPS) beacon on a high-end bicycle and working in partnership with Toronto Police Services, U of T police are hoping to catch bicycle thieves in the act. The pilot program, called Bike Bait, was introduced at the St. George campus.

"Our goal is to deter bike theft on campus and in Toronto in general," said Constable Peter Franchi, co-ordinator of the Bike Bait program.

The program uses technology from Nero Global Tracking, of Vancouver and was originally introduced in Victoria, B.C., where police credit it with a 19 per cent decrease in bicycle thefts in a six-month period. The GPS

beacon bounces a signal to a satellite that allows police to track the movement of the bicycle with specialized computer software, making it possible for them to apprehend thieves and recover the bait. The program will also act as a deterrent, since there is no way for a thief to identify which bikes may be equipped with the GPS.

Bicycle theft is one of the most reported crimes on the St. George campus, with an average of two or three thefts a week. U of T police are committed to deterring theft from campus whether it's bikes or other personal property, said Franchi, who also coordinated the introduction of the successful STOP Theft program for laptop computers last year, another Canadian first.

For \$20 members of the community can register their laptops with campus police and the device will be recorded on a police-accessible database.

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HERE'S MUD IN YOUR EYE



University of Toronto at Scarborough's Kelly Reid plows her way through the competition during a women's intramural soccer game on the St. George front campus Oct. 3.

ICC Taps U of T Students for Research

By Jane Kidner

THIS FALL, THE U OF T LAW school's International Human Rights Clinic (IHRC) is joining forces with the International Criminal Court (ICC) office of the prosecutor in The Hague, the Netherlands, to help the international court address the most serious of war crimes, crimes against humanity and genocide when national courts are unable or unwilling to do so.

The unique partnership with U of T law students and professors marks the first time the ICC office of the prosecutor has sought advocacy and litigation

assistance from a law school in relation to its cases. The ultimate goal of the court is to help prevent or reduce the deaths and devastation caused by conflict.

ICC chief prosecutor, Luis Moreno-Ocampo, said that the ICC Office of the Prosecutor is a small office that relies heavily on networks of legal support from a number of countries. "The mission of the ICC is to help establish the rule of law around the world," said Moreno-Ocampo.

"To achieve that, we must rely heavily on legal research assistance and we are thrilled that the new partnership with U of T students and faculty will now

provide us with valuable advocacy support."

The U of T clinic opened its doors in 2003 and has litigated a number of international human rights cases around the world. Acting director Darryl Robinson, an international human rights lawyer, was formerly an adviser to the ICC prosecutor and one of the architects of the ICC. Under his direction, students carry out research and prepare the necessary court documents to provide justice for victims of human rights violations. Cases have been heard in both Canadian courts

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IN BRIEF



TOWN HALL MEETING AT UTS

PRESIDENT DAVID NAYLOR AND PROFESSOR VIVEK GOEL, VICE-PRESIDENT AND provost, along with a broadly representative advisory committee, are engaged in a comprehensive search for the new vice-president and principal of U of T at Scarborough. The committee is meeting in advice and input regarding the issues and opportunities likely to face UTS and the characteristics for the next vice-president and principal. To that end a town hall meeting will be held at UTS Oct. 16 in the council chambers of the Arts and Administration Building from 4 p.m. to 6 p.m. Refreshments will be served. The committee welcomes comments and nominations from interested persons. These should be sent in confidence to Helen Lashiotakis at Oct. 20 at Room 225, Simcoe Hall; fax, 416-978-3939; e-mail, h.lashiotakis@utoronto.ca.

NEW COLLEGE WELCOMES NEW LEADER

PROFESSOR RICK HALPERN WAS OFFICIALLY INSTALLED AS THE NINTH PRINCIPAL of New College Oct. 5, after taking office July 1 for a five-year term. Halpern came to the University of Toronto from University College London in 1989 as the inaugural Bissell-Heyd Chair of American Studies. From 2004 to 2006, he served as director of the Centre for the Study of the United States at the Munk Centre for International Studies. Halpern earned his PhD from the University of Pennsylvania and his research interests focus on race and labour in a number of national and transnational contexts. Currently he is working on a comparative study of migrant and racialized labour in the sugar industries of Louisiana and South Africa. His recent publications include *Down on the Killing Floor: Black and White Workers in Chicago's Packinghouses, 1904-1954* (1997) and *Slavery and Emancipation* (2002). His teaching interests range broadly to include comparative history, popular culture (especially black music and ethnic foodways), social protest movements and oral history.

NEW PRESIDENT OF SSHRC APPOINTED

CHAD GAFFIELD HAS BEEN APPOINTED THE NEW PRESIDENT OF THE SOCIAL Sciences and Humanities Research Council of Canada (SSHRC). One of Canada's foremost historians and an alumnus of U of T, Gaffield joins SSHRC from the University of Ottawa. Founding director of the university's Institute of Canadian Studies, Gaffield has also served as vice-dean of graduate studies and on the executive committee of the board of governors during his 20-year career at the University of Ottawa. He is a former president of the Canadian Historical Association and the Canadian Federation for the Humanities and Social Sciences. An expert on the socio-cultural history of 19th- and 20th-century Canada, he led the Canadian Century Research Infrastructure Project, one of Canada's largest and most innovative research projects in the social sciences and humanities.

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TERMS OF REFERENCE

"The Bulletin shall be a University-wide newspaper for faculty and staff with a dual mandate:

1. To convey information accurately on the official University position on important matters as reflected in decisions and statements by the Governing Council and the administration.

2. It shall also publish campus news, letters and responsible opinion and report on events or issues at the University thoroughly and from all sides."

As approved by Governing Council, Feb. 3, 1988

AWARDS & HONOURS

FACULTY OF MEDICINE

BART HARVEY OF FAMILY AND COMMUNITY MEDICINE AND director of research is this year's winner of the American Medical Writers Association Golden Apple Award, given to those who demonstrate excellence in teaching in the association's education program. The first recipient from outside the United States, Harvey will receive the award Oct. 27 during the association's annual conference in Albuquerque, New Mexico.

MARIA HUIJBREGTS, A LECTURER IN PHYSICAL THERAPY, is the recipient of the 2006 Research Award of the Ontario Physiotherapy Association. The award is in recognition of her research support to physiotherapy undergraduate and postgraduate students and peers and her funded research on the self-management approach to programming for stroke survivors in the community.

PROFESSOR ZINDEL SEGAL OF PSYCHIATRY IS THIS YEAR'S winner of the Douglas Utting Prize and Medal, offered annually to an individual working in Canada who has made a major contribution to advancing the understanding and treatment of depression. Segal will receive the award in November and deliver the Douglas Utting Lecture at the Institute of Community and Family Psychiatry of the Sir Mortimer B. Davis Jewish General Hospital in Montreal.

PROFESSOR HILLAR VELLEND OF MEDICINE IS THE RECIPIENT of the 2006 Clinical Teacher Award of the Infectious Diseases Society of America, granted to an IDSA member or fellow in recognition of a career involved in teaching clinical infectious diseases to fellows, residents or medical students. Vellend received the award, recognizing excellence as a clinician and motivation to teach the next generation, Oct. 12 at the society's annual meeting in Toronto.

U OF T AT MISSISSAUGA

LEANNE DE SOUZA, A TA IN THE DEPARTMENT OF BIOLOGY, is this year's winner of the Teaching Excellence Award for teaching assistants, given to recognize the contributions teaching assistants make towards the achievement of excellence in undergraduate education and to honour those who have made exceptional contributions to teaching. Sue Prior, a 10-year employee at UTM, and Karen Thiffault, who has worked in computing services for 11 years, have been jointly awarded the Staff Service Award, given to recognize service to UTM that exceeds job

parameters and honour those who have made a visible impact on campus life; Professor Marla Sokolowski of biology is the winner of the Research Excellence Award, given to those who demonstrate a sustained impact through contributions to his or her field of study and an ability to stimulate and challenge the research ability of students as well as communicate research results effectively; and Alison Weir, a lecturer in statistics, has been selected to receive the Teaching Excellence Award, established to recognize excellence in undergraduate teaching. Recipients of the UTM awards will be honoured at a special event in November.

OISE/UT

PROFESSOR MARLENE SCARDAMALIA OF CURRICULUM, teaching and learning and the newly created Institute for Knowledge Innovation & Technology is the winner of the World Cultural Council's 2006 José Vasconcelos Award in Education, given in recognition of her valuable contributions in the field of social education through engaging students more directly and productively in creative work with knowledge and ideas. Scardamalia will receive the award Oct. 28 at the award ceremony of the World Cultural Council in Mexico City, Mexico.

U OF T AT SCARBOROUGH

UTSC'S STUDENT CENTRE, DESIGNED BY STANTEC Architecture, is the winner of a Best of Canada Design award in *Canadian Interiors*' ninth annual Best of Canada Design competition. The mandate was to create a strong image for the centre, be environmentally responsible, minimize operating costs and improve student life, all of which the building was designed to do. One of the judges was particularly taken with the landscaping: "The landscaping is beautiful. Look at the swooping edge where the gravel meets the wall and casts a shadow over the grass; that's a killer shot." Winners are published in the August/September issue of *Canadian Interiors* and the awards gala was held Sept. 27 at the Design Exchange in Toronto.

COMPILED BY AILSA FERGUSON



UTM-City Project Major Award Finalist

By Ailsa Ferguson

COLLABORATION IS KEY TO GETTING a lot of things done and it's a lesson the University of Toronto at Mississauga and the City of Mississauga have learned well. Through their efforts the City of Mississauga has been shortlisted for a 2006 World Leadership Award for its Healthy City Stewardship Centre (HCSC) initiative. Mississauga will compete with Madrid, Spain, and Lima, Peru, for top spot in the health category.

HCSC is the result of the work completed over the past five years by Mayor Hazel McCallion and faculty members from UTM. Working together, UTM and the city developed the Mississauga Model in collaboration with the World Health Organization's Kobe Centre Program for Cities and Health. The model is fundamentally a framework that bridges the gap between research and policy-

making at the municipal level.

"The University of Toronto Mississauga is committed to working together with our partners to ensure the residents of this city enjoy optimal health and well-being," said Professor Ian Orchard, vice-president and principal of UTM. "Promoting wellness in our community and integrating our research strengths to impact municipal health policies will help us build a healthy Mississauga and a better economic, social and cultural life for all."

In its submission the city showcased how the Healthy City Stewardship Centre initiative proposes to improve the health of the people of Mississauga. Working together, 14 key organizations in the city developed the Healthy Mississauga 2010 Plan, focusing on nine priority local health issues that the member organizations will both individually and collectively work towards, issues such

as sedentary lifestyles and safety.

The awards are sponsored by the World Leadership Forum, a not-for-profit organization that promotes leadership internationally by spotlighting the work of exceptional leaders and achievers in 15 disciplines from architecture and civil engineering, culture and the arts, to health, science and technology. The short-listed projects will be presented to the judges by the people who created and managed them in a series of live symposia in London Dec. 5 and 6. The judges will apply three criteria: the quality of leadership displayed; the difficulties or obstacles that the city has overcome; and the degree of inspiration that the city may give to others.

Presented annually the World Leadership Awards celebrate the very best in modern city leadership. This year's winners will be announced at the Royal Courts of Justice Dec. 6.

TAs Train for Classroom Role

By Michelle MacArthur

THEY WEAR A UNIFORM OF BLUE jeans and wield chalk as their weapon of choice, but if you're an undergraduate student, teaching assistants (TAs) can have a profound effect on your university experience. With some first-year class sizes at U of T surpassing 1,000 and the university's renewed focus on enhancing the student experience, teaching assistants are playing an increasingly vital role in facilitating undergraduate learning.

"[TAs] are the ones who are responsible for making the students at ease, not just with the subject material but with student life at a huge university," said Megan Burnett, assistant director of the Office of Teaching Advancement (OTA) and the teaching assistant training program (TATP).

"The TAs have to calm students, have to be able to get the students focused and then inspire them and spark them," she added.

In response to the need for increased professional development opportunities, TATP was founded 10 years ago as a peer training program. Funding increases in the past year have seen it grow significantly; it now operates under the auspices of OTA and boasts four co-ordinators and 10 trainers from across the School of Graduate Studies.

Elaine Biddiss, a doctoral candidate in biomedical engineering and a seasoned TA, is a co-ordinator in the program. In the training sessions she facilitates, Biddiss stresses the importance of attitude. "You have to be enthusiastic and passionate about what you're teaching. I think it's one of the best ways to capture a student's interest," she said.

Dan Pineda, a fourth-year developmental biology student, said, "I think accessibility is one [key] thing and being knowledgeable, being able to answer questions. The good TAs are good leaders."

But the benefits of the TA-student relationship are mutual, Biddiss said. In addition to the communication and interpersonal skills she honed as a TA, she cited her own learning process as a key benefit.

"I always loved TAs because often times you spend so much time in a lab that you don't have much interaction with people and you're all of the sudden on the opposite end of the learning table, you're kind of presenting and sharing some of the knowledge that you've worked so hard to gain over the years," Biddiss said. "It's an awesome learning experience; you really find out what you understand and what you don't when you have to present it to other people."

For more information, visit www.utoronto/tatp.



Professor Steven Thorpe of engineering turns to address Ryan Gilliam, a student in his materials engineering class. Other students in the class, from left to right, are: Michael Kostowsky, Alaleh Pakravan, Nigel Knott, Paulo Borges, C. Holly Wanch. SEE PAGE 9 FOR ADDITIONAL PHOTOS

Thirty Make TVO's Best Lecturer List

By Michah Rynor

IT'S NO SECRET THAT U OF T HAS a great faculty but the fact that a whopping 30 professors have made the preliminary list for TVO's annual Best Lecturer challenge — the most nominees for any college or university in the province — is a feather in the university's academic cap.

A list of 71 professors, nominated by students throughout the province, was announced recently. Judges Margaret Wente, columnist for *The Globe and Mail*, Camilla Gibb, novelist and former U of T writer-in-residence, and Tony Keller, managing editor of *MacLean's* magazine, will choose 10 finalists soon.

These 10 will then each deliver a lecture in front of their students that will be broadcast over a five-week period in February and

March on TVO. At that time viewers will be able to vote via the Internet for the most stirring and interesting presentation.

Started in 2004, this annual challenge sets out to discover which lecturers "are able to engage students because they inspire and because they are memorable as great performers. We wanted names of professors whose classes were not to be missed," states TVO's Big Ideas website.

The winning university or college receives a \$10,000 scholarship from insurance provider TD Meloche Monnex.

Nominees from the St. George campus are Parham Aarabi, electrical and computer engineering; Don Ainslie and Joseph Heath, philosophy; Kenneth Bartlett, history; Corin Calumpan and Charlie Keil, cinema studies; John Davies, dentistry; Steve Engels

and Francois Pitt, computer science; Bryan Karney, civil engineering; Ronald Leprohon, Near and Middle Eastern civilizations; Nick Mount, English; Melanie Novis, School of Continuing Studies; Jordan Peterson, psychology; Barry Sampson, architecture, landscape and design; Steven Thorpe, engineering; and John Vervaeke, cognitive science and artificial intelligence.

Those nominated from U of T at Mississauga are Alexandra Gillespie, English; Monika Havelka, biology; Barbara Murck, geography; John Percy, astronomy; and Dax Urbasz, psychology.

The nominees from U of T at Scarborough are Maydianne Andrade, biology and ecology and evolutionary biology; Robert Campbell, religion; Gerald Cupchuk, Marc Fournier and Steve Joordens, psychology;

Raymond Grinnell, mathematics; Jamie Gruman, management; and Garry Leonard, English.

"I'm incredibly flattered and surprised to be nominated by my students," said Andrade. "It's nice knowing that you've made a connection with them."

Although Andrade said she isn't nervous about the upcoming competition, she'll still rehearse her as-yet unwritten lecture in front of her grad students ("although they're always reluctant to say anything negative to me") and her husband.

"I've been videotaping my lectures for some time now, so that part doesn't bother me," Andrade added. "In fact, some of my students watch my lectures with their parents, who sometimes come up to me and let me know that they liked a certain talk I gave."

Program Bridges GAAP in AIDS Awareness

By David Lighthall

IT'S A FRIDAY EVENING AT 5 P.M., but it's not yet time for a group of undergraduate students gathered at New College to call it a day. They're eager to hear about an innovative program providing opportunities for students to get involved with research projects that improve HIV/AIDS awareness among youth.

The 75 students gathered recently for a two-hour orientation session presenting some of the research and educational opportunities available this year through the Gendering Adolescent AIDS Prevention co-curricular program, or GAAP, based at the Women and Gender Studies Institute at New College.

Founded in 2000, GAAP gives U of T students — they don't have to be from New College — a

chance to develop and participate in research and educational initiatives that communicate gender-sensitive HIV/AIDS awareness and other sexuality messages to youth.

"We know from research that traditional forms of HIV/AIDS prevention education don't seem to work for youth and young adults," said June Larkin, a lecturer with the Women and Gender Studies Institute and director of equity studies at New College. "What we do with GAAP is provide innovative approaches to HIV and AIDS prevention that communicate with youth in language and images they understand. And we make sure they're participatory approaches that involve youth in their creation every step of the way."

GAAP was initially funded by the Social Sciences and Humanities Research Council of Canada and has received funding from the

Principals' Initiative Fund at New College. About 50 students participated in GAAP projects or events last year.

GAAP works with community groups such as the Dufferin Mall Youth Services, Youth Action Network, Taking It Global and Teen Net to provide research and education projects for students. The Toronto chapter of Planned Parenthood has reserved two spots this year for GAAP participants in one of its sexual-health training programs. "They train youth to go into the community and do peer sexual-health education. It's youth educating youth," Larkin said.

GAAP also provides students with international co-curricular opportunities. Last summer two participants spent six weeks on an internship program at the University of Namibia, working with students there on HIV/AIDS awareness

projects within the university's gender and development program.

For a local GAAP project called Performed Ethnography, eight students used information and data from an HIV/AIDS research report to produce short plays and performance pieces with educational messages for youth. The eight students then presented and discussed their performance pieces at social justice and health conferences in Windsor, Ottawa and Toronto.

"With GAAP I was putting theory into practice and experiencing that link between the two," said Sarah Switzer, a fourth-year student in equity and women's studies who took part in Performed Ethnography. "Seeing how academics play out in actual practice is amazing." Switzer, who graduates this November, now plans to earn a master's degree in equity studies and sociology at OISE/UT.

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Crafting a Roadmap for Scarborough

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it would be interesting to try something entirely different."

Something entirely different meant working in the dean's office at the Faculty of Arts and Science as vice-dean (research and graduate). The next year he went to UTSC as acting dean. He took over the dean's job while the dean was on leave and when the year was over, he got involved as provostial adviser on tri-campus matters. When Kwong-Loi Shun, vice-president and principal of UTSC, resigned Freedman was asked to take over until a new principal was appointed.

Today, the internationally renowned social psychologist has an office overlooking a tranquil scene that is part urban and part country, a place where he does a lot of "pondering."

From this pondering has come

the realization that if his term is remembered for anything it will be for helping UTSC get closer to its potential, "which I really do think is enormous," he said.

"When I first started coming out here for meetings I really liked it. This place has a really good spirit and it could be even more terrific. All last year I got more and more enthusiastic and I'm still enthusiastic."

One of his chief concerns on his new job so far is the small number of graduate students he sees on his campus.

"I think this is a real weakness because grad students are a connection between the undergrads and our faculty," he said.

He would also like to see more classroom and lab space open up, believing that UTSC is stretched to the limit right now. But he's quick to add that

the campus is building its research potential, particularly in the biological and environmental sciences with a new science building coming on stream.

"UTSC students have all the advantages of getting a degree from the best university in Canada and one of the best in the world with all the resources of a huge university but in a smaller setting — for all intents and purposes we're in the country," he said looking out at the trees surrounding his office.

"This is the least 'cut and dried' job I've ever had," he stated. "There are some things that I have to do and some I'm asked to do but the meat of the job is very much what you make of it and I hope I can manage to make something of it while I'm here."

ICC Taps U of T Students for Research

(Continued From Page 1)
and foreign courts, as well as at regional and UN treaty bodies and before international criminal tribunals.

"We are enormously proud of the role our students and faculty have played in the ongoing work of the ICC and we are excited to be able to further our support

with this innovative partnership," said Dean Mayo Moran. "The work of the clinic is consistent with Canada's longstanding support for bringing human rights violators to justice and its role in the establishment of the ICC."

The U of T clinic provides students with substantive instruction in international human rights law

and training in advocacy skills. Through casework such as client meetings, case theory formulation, international legal research, appellate brief and factum writing and attendance at oral argument, students are given an opportunity to contribute to global justice efforts as well as exposure to the complexities of human rights advocacy.

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'Champagne Supernova' Found

By Sonnet L'Abbe

AN INTERNATIONAL TEAM OF astronomers led by a group at the University of Toronto has discovered a supernova more massive than previously believed possible. This has experts rethinking our basic understanding of how stars explode as supernovae, according to a paper published in *Nature* Sept. 21.

U of T post-doctoral researcher Andy Howell, lead author of the study, identified a Type Ia supernova named SNLS-03D3bb in a distant galaxy four billion light years away that originated from a dense evolved star, termed a 'white dwarf,' whose mass is far larger than any previous example. Type Ia supernovae are thermonuclear explosions that destroy carbon-oxygen white dwarf stars that have accreted matter from a companion star.

Researchers say SNLS-03D3bb's "obesity" has opened up a Pandora's box on the current understanding of Type Ia supernovae and how well they can be used for precision cosmology.

Current understanding is that Type Ia supernova explosions occur when the mass of a white dwarf approaches 1.4 solar masses, or the Chandrasekhar limit. This important limit was calculated by Nobel laureate Subrahmanyan Chandrasekhar in 1930 and is founded on well-established physical laws. As such, decades of astrophysical research have been based upon the theory. Yet somehow the star reached about two solar masses before exploding.

"It should not be possible to break this limit," said Howell, "but nature has found a way. So now

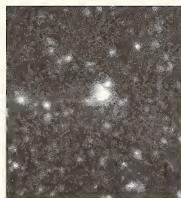
we have to figure out how nature did it."

In a separate News & Views article on the research in the same issue of *Nature*, University of Oklahoma professor David Branch has dubbed this the "Champagne Supernova," since extreme explosions that offer new insight into the inner workings of supernovae are an obvious cause for celebration.

The team speculates that there are at least two possible explanations for how this white dwarf got so fat before it exploded. One is that the original star was rotating so fast that centrifugal force kept gravity from crushing it at the usual limit. Another is that the blast was in fact the result of two white dwarfs merging, such that the body was only briefly more massive than the Chandrasekhar limit before exploding. Observations of the supernova were obtained at the Canada-France-Hawaii telescope and the Keck telescope, both located on Mauna Kea in Hawaii.

Since Type Ia supernovae usually have about the same brightness, they can be used to map distances in the universe. In 1998 they were used in the surprising discovery that the universe is accelerating. While the authors are confident that the discovery of a supernova that doesn't follow the rules does not undermine this result, it will make them more cautious about using supernovae in the future.

U of T post-doctoral fellow Mark Sullivan, a coauthor on the research, said, "This supernova muddies the waters. We now know these rogue supernovae are out there that might throw off our cosmology results if we aren't careful about identifying them."



Blues co-captain Isabel Jarosz has a three-year unbeaten streak in OUA play.

Women's Tennis Blues OUA Champs

By Ian Speers

THE VARSITY BLUES WOMEN'S tennis team surmounted an early 3-0 deficit in the Ontario University Athletics (OUA) final and captured their third straight provincial crown with a hard-fought 4-3 victory over the McGill Martlets. Team co-captain and No. 1 player Isabel Jarosz sparked a Toronto comeback in the fourth match, earning recognition as the OUA female athlete of the week.

The Blues had finished the regular season ranked second in the OUA. Defeating York 5-2 in the league semifinal, the Blues advanced to the final against the

top-seeded Martlets.

The Martlets jumped out to an early and seemingly insurmountable lead, winning all three doubles matches. Jarosz started Toronto's recovery in the fourth match. Facing McGill's No. 1, Ceren Baykan, Jarosz took the match in straight sets (6-2, 6-1), preserving her three-year undefeated streak in OUA play.

Natalia Lech, playing in the No. 2 position for Toronto, found herself facing a 5-2 set point disadvantage after taking the first set 6-2. Lech, the Blues rookie of the year, won not only that game but the next five to take the match.

In the two remaining matches,

both Toronto players faced match points against them. Christina Dykun was down 6-5 against McGill's Alex Myagkova and facing match point in the third set. She not only saved the match point but went on to win the tiebreaker to bring the Blues and Martlets even at 3-3. In the final match, U of T veteran Ekaterina Alchits lost the first set and was facing match point down 6-5 at deuce and no ad scoring. Alchits was able to hold off the consistent pressure from Alison Weinberg and win the second set tiebreaker. Alchits clinched the gold medal for Toronto with a 6-3 win in the third set.

—With files from Nabil Tadros

University Parking Services Aids Sustainability

By Mary Alice Thring

PEOPLE AND THEIR CARS. "It's AN emotional connection," said Alex MacIsaac, manager of parking services for the St. George and UTM campuses.

It's also a challenge for MacIsaac and his staff. The number of parking spaces on the St. George campus is limited by city bylaw with a current inventory of 1,965 spaces. With some 60,000 students, faculty and staff, parking services is hoping to provide people with options.

To that end, and with an eye to the university's commitment to sustainability, parking services has

undertaken two new initiatives that are the first of their kind for Canadian universities.

The first is providing parking spaces for Zipcar, North America's largest car sharing company. "Zipcar is renting four parking spaces from us," MacIsaac said. "While this is U of T's first partnership with a car sharing company, it's not exclusive."

Zipcar's original institutional partner was MIT in 2002 and it now has the largest university program of any car sharing service, with 33 schools and nearly 12,000 active student and faculty members. U of T is their first Canadian partner.

For members of the community who can't or don't want to bring a car to campus, a small annual fee provides automated self-service access to any of the 1,800 late model vehicles Zipcar maintains across North America. Members can reserve a car online or by phone and, using their "Zipcard," unlock the door and drive away. For an hourly rate of \$8.25, gas, parking and insurance are included and unlike rental cars, there are no additional charges for drivers under 25. Information on Zipcar membership is available at www.zipcar.com.

"Users can just jump in a car and use it for a few hours and

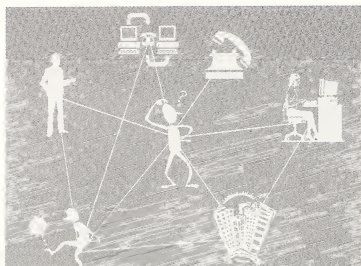
return it to the lot," MacIsaac said. In addition to cost and convenience benefits, U.S. studies have indicated that each Zipcar takes more than 20 private vehicles off the road, resulting in reduced transportation costs and greenhouse emissions and improved parking capacity. There are approximately 100 cars located across Toronto and U of T are in the lots at 1 Spadina Cres., 240 McCaul St. and OISE/UT.

Turning an eye towards two-wheeled commuters, U of T is partnering with the city of Toronto in a pilot project for the installation of bicycle lockers. A total of eight heavy gauge plastic lockable

units, each capable of holding two bikes and accessories such as a helmet or knapsack, have been installed at 240 McCaul St. and at OISE/UT at Spadina and Bloor.

"The city approached us," MacIsaac said. "They're hoping that if it's a success we will expand the program."

For \$10 a month, users get a weatherproof reserved parking space, with a place to store books and a change of clothes. Half the locker spaces have already been rented. The city is administering the program through its website www.toronto.ca/cycling and successful applicants can pick up their locker keys through U of T Parking Services.



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P. Boitani is professor of Comparative Literature at University of Rome ("La Sapienza"). He is a specialist in Italian and in English Medieval Literature, publishing in both Italian and English, and translating English literature into Italian. He has taught at Cambridge, Perugia and Rome.

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IN MEMORIAM

Weinzweig Was Innovative Canadian Composer

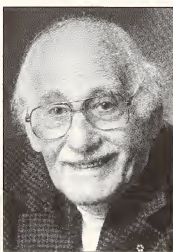
By Ailsa Ferguson

PROFESSOR EMERITUS JOHN Weinzweig, a pioneer in introducing contemporary techniques to classical music, died Aug. 24. He was 93 years old.

Born in Toronto, Weinzweig enrolled at the University of Toronto in 1934, where he founded and conducted the University of Toronto Symphony Orchestra. After completing his BA in 1937, he joined the master's program at the University of Rochester's Eastman School of Music. It was while at Eastman that he discovered the music of Alban Berg and the 12-tone method that was to be a lasting influence on his creative thinking.

After receiving his master of music degree in 1938, he returned to Toronto in the fall to face the difficulties of pursuing a composing career and hostile reactions to his music from both musicians and members of the public. In 1941 he was invited by the CBC to compose the first original background music for dramatic radio presentation and the following year he composed his first film score for the National Film Board of Canada. These proved invaluable in applying his contemporary ideas to a medium that tended towards the conservative.

At the invitation of Sir Ernest MacMillan he joined the Royal Canadian Air Force, serving as a band instructor until 1945. He



joined U of T in 1952 where he developed the composition department, including a graduate program. He retired in 1978. An influential teacher, many of his students went on to prominent careers.


In 1951 Weinzweig and several of his former students, concerned by the lack of opportunities for music publication or performance of extended work, founded the Canadian League of Composers. As the league's first president, he embarked on a new career dedicated to advocating on behalf of musical creators. He served for many years on the board of directors of the Composers, Authors and Publishers Association of Canada, including as its president from 1973 to 1975, and later, on that of the amalgamated performing rights agency SOCAN (Society of Composers, Authors and Music Publishers of Canada). As well he was co-planner of the Canadian Music Centre in 1959 and chair of the International Conference of Composers in 1960.

Although his advocacy efforts


and administrative duties took much of his time, Weinzweig continued to compose music. Canadian composer Richard Henninger wrote of Weinzweig in 1973 on the occasion of his 60th birthday: "Now, at a time when mainstream 20th-century techniques are a fact of life in Canadian composition, we can look back and realize that, more than any other musician, John Weinzweig was responsible for initiating their usage. With his own music, in the early '40s, Weinzweig broke the ground for the rest of us by putting sounds inspired by Berg and Stravinsky before radio and concert audiences at a time when such sounds were sure to meet resistance."

The first Canadian to win a silver medal in the arts division at the London Olympiad in 1948, Weinzweig received many accolades and honours during his long career including officer of the Order of Canada (1974), the Order of Ontario (1988), the Victor M. Lynch-Staunton Award (1975), the Molson Prize of the Canada Council (1981), the Roy Thompson Hall Award (1991) and an honorary degree from the University of Toronto (1982).

"Weinzweig had many deserved tributes over the years but I continue to believe the best tribute to his memory would be to perform his music," said Professor Emeritus John Beckwith, a longtime friend and colleague. "It has elegance of craft and a wide gamut of meaning and despite championing by a few performers, it has never received the kind of exposure it merits."




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PROFILE



SHOOTING FROM THE LIP

Researcher seeks cause of cleft palates

By ELIZABETH MONIER-WILLIAMS

ONE IN EVERY 500 TO 1,000 CANADIAN children is born with a cleft lip or palate, making the congenital craniofacial anomaly the most common in the country. Infants born with facial clefts often need plastic plates to help them drink milk without choking. As they age, they undergo a lengthy regimen of surgery, speech therapy and psychological counselling to slowly correct their cleft — a process that can take up to 20 years and over \$100,000 to treat.

Professor Siew-Ging Gong in the Faculty of Dentistry is working to reduce those figures by going after the problem's genetic source. Through transgenic mouse technology and genetic profiles pulled from populations in which clefts are most prevalent, she hopes to find the genes responsible for primary palate formation at the embryonic level.

"We have to understand the genetic mechanism by which the palate forms under normal conditions before we can understand what happens — or doesn't happen — to create a cleft lip," Gong says. "If, for example, a certain gene controls the fusion of facial processes and there's a problem with it in patients with clefts, we can see whether those individuals are missing pieces of the gene or whether the gene's material is out of sequence."

Recruited to the Faculty of Dentistry in 2005 from the University of Michigan, Gong is an orthodontist by trade who trained and practised privately in Malaysia for three years before deciding she wanted a new challenge. Through her work with mice, she has already begun to identify some of the genes that are likely to be involved in primary palate formation.

"I'm trying to understand the gene's function on a smaller scale first using transgenic mice models and

would like to move onto humans or more complex animal models once the gene is identified," Gong says. "Comparing the DNA of mutant mice to that of normal mice is also helpful since the differences between them may provide us with the genetic key to this puzzle."

Gong's collaborations with other researchers who study cleft demographics and individual cases may also provide valuable clues in her search. In March, she travelled to Japan's Kyushu University to share data and ideas with researchers there and she hopes to initiate research collaborations with colleagues at Mount Sinai Hospital and the Hospital for Sick Children's Centre for Craniofacial Care and Research.

"Clefts tend to run in families and are more common among some ethnic communities, including Chinese, Japanese and Scandinavian populations," she says. "This trend suggests that clefts definitely have some genetic basis although we're still not sure what role environment plays in cleft formation or how those two factors might work together."

Receiving a five-year Canada Research Chair in craniofacial biology has helped to open even more doors for Gong and her research. Two weeks before beginning her appointment at U of T last year, she learned that she had been awarded the five-year research chair. "It was the icing on the cake," she reflects. "It's opened up so many additional collaboration and funding opportunities."

Gong is optimistic that within the next 10 years she and her colleagues will identify the genes that form clefts. "There are so many possible areas to pursue that it's crucial to figure out what the best options are and set priorities," she says. "It's a long process but I'm hopeful that persistence will yield a cure."

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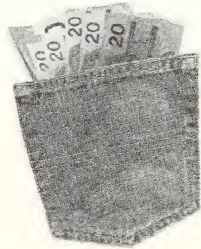
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Constable Gary Borges plays the part of a thief during a Bike Bait demonstration.

Police Target Bike Thieves

(Continued From Page 1)
 A special bar-coded plate is affixed to the computer, which can only be removed with great difficulty. Beneath the plate is a chemical etched "tattoo" denoting the

device as stolen property, effectively diminishing its street or resale value. Since the program's introduction, some 1,300 laptops have been registered and only one or two have been reported missing.

"Our next goal after the implementation of the Bike Bait program is to introduce a STOP Theft program for bikes. We hope to have this up and running by the end of October."

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Several decades ago University College had many chairs like the one shown below. At present the College is planning to bring these chairs back in to active use in the Mark S. Bonham Centre for Sexual Diversity Studies. We have been able to locate eight chairs in total but require an additional eight chairs. It may be that some of these chairs are in offices or other rooms of the University and we would appreciate you letting us know if you have one or more. We will happily provide you with a replacement chair if you do have one of these chairs. It may also be possible that you have a chair like this at home since it is our understanding that many of these chairs were offered to those who wanted them for home use, and if you do happen to have one or more at home we would be happy to speak with you about buying the chairs for the Centre.

Please contact me directly should you have any of these chairs.
 Thanks very much, Rana El-Sayed, Program Assistant, Sexual Diversity Studies
 University College, 15 King's College Circle - Room 249, Tel. 416-978-6276,
 Email: sexual.diversity@utoronto.ca

TVO's Best Lecturer Candidates

-Story on Page 3-



PASCAL INOUILLETTE



Top: Professor Steve Engels of computer science discusses programming with student Jia Hua Zhu. Centre: Professor Nick Mount reading from Virginia Woolf's *To The Lighthouse*. Bottom: Professor Parham Aarabi of electrical and computer engineering explains the intricacies of his optical recognition software.



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4:30 p.m., Room 140, University College
15 King's College Circle, University of Toronto

Members of the staff, students and the public are cordially invited.

SPEAKING UP MY U of T EXPERIENCE

University Employees Survey

By W.D. Lighthall

DO YOU HAVE AN OPINION, thought or point of view about your experiences as a University of Toronto employee that you've never had a chance to express? Well, now's your chance to speak up, and to do so anonymously.

From Oct. 10 to Nov. 10, staff, faculty and librarians are invited to participate in Speaking Up, an anonymous and completely confidential employee experience survey. The voluntary survey gives employees an opportunity to say how well they think U of T is doing as an employer and what can be done to improve the working environment here.

FOR MORE INFORMATION ABOUT THE SURVEY:

VISIT www.hrandedequity.utoronto.ca/HR_News/Speaking_Up.htm

SPEAK with your supervisor, unit head or department manager

CONTACT

Janice Draper, human resources:
janice.draper@utoronto.ca,
tel: 416-978-5699

This is the first time in its 180-year history that U of T has undertaken such a comprehensive employee survey, which will provide senior administration with a better understanding of the work experience at the university.

"We're proud that U of T has been ranked as one of Canada's top employers on account of our programs and policies. Now we want to know how that matches with employees' views of their experiences," said Professor Virek Goel, vice-president and provost. "The participation of all employees in this survey is vital to ensure we receive an accurate reflection of what it's like to work at U of T — both areas where we are doing well and areas where

we can do better."

Speaking Up is being conducted by an independent third-party firm, Mercer Delta Consulting. All eligible employees will receive an e-mailed invitation to participate from UofTSurvey@matrixresearch.ca, which will contain a unique web link that will lead to an online version of the survey. Employees without a valid e-mail on HRIS (the university's Human Resources Information System) will receive a paper survey package through campus mail.

As well as general questions about job satisfaction and motivation, the survey covers such topics as workplace perceptions of recognition and respect and work-life balance. The approximately 80-question survey is expected to take 25 to 35 minutes to complete and includes several open-ended questions for additional comments. All appointed staff and faculty — full time and part time — who are on contracts of at least one year's duration are invited to complete Speaking Up. There are actually three different surveys, one each for staff, faculty and librarians. Each contains a number of common questions all employees will answer as well as some questions tailored to these specific employee groups.

Goel said U of T's senior administration is committed to responding to priority concerns raised by employees in the Speaking Up survey. "Data collected in the survey will be an important source of information to inform policy and decisions

made in the future," he said.

The Speaking Up survey will help the University of Toronto achieve its goal, outlined in the Stepping Up academic plan, to be regarded as one of the leading employers in Canada.

Professor Angela Hildyard, vice-president (human resources and equity), said the university has committed to using information produced by the survey to implement policies and practices that will aid in recruiting and retaining the best employees in all categories.

"If we have the best employees and offer them the best possible work experience, then that directly impacts on the student experience," Hildyard said.

Speaking Up does not interfere in any way with U of T's existing collective bargaining agreements or the university's collective bargaining obligations or the processes under the Memorandum of Agreement with the University of Toronto Faculty Association. "We are committed to improving the working experience at U of T from information obtained in the survey. We believe this can only contribute positively to the collective bargaining process," Hildyard said.

Employee experience surveys are now fairly common among large employers in North America. They are regarded as a "best practice" by employers because comprehensive employee surveys can provide greater insight into the day-to-day, week-to-week realities of the workplace culture.

**Employee Experience
Survey
October 10 –
November 10, 2006**

**Complete the survey and tell U of T how
you think it is performing as an employer.**



UNIVERSITY of TORONTO

Confidentiality Key to Obtaining Useful Data

By W.D. Lighthall

THE UNIVERSITY OF TORONTO HAS gone to great lengths to ensure the confidentiality of responses to Speaking Up, the university's first employee-experience survey, now underway on all three campuses.

"The survey is both voluntary and confidential, and when we say 'confidential,' we mean it," said Professor Angela Hildyard, vice-president (human resources and equity).

Anonymity of responses is of benefit to both parties in the survey, the university's administration and its employees, Hildyard explained. By knowing their responses are anonymous, employees have the freedom to express honestly and frankly both positive and negative opinions about working at U of T. For the university, the point of the survey is to receive a complete and accurate picture of the U of T employees' experience.

"We can't address workplace issues in a meaningful and effective way without the accurate picture the confidentiality of the survey with a high response rate helps to provide," Hildyard said.

Beginning Oct. 10, via e-mail or campus mail, university employees will receive an invitation to complete the survey. All completed surveys, whether electronic or paper, must be returned by Nov. 10 at 5 p.m.

Neither version requests any personal identifiers (such as birth dates), nor do they request employee personnel numbers.

Employees with an e-mail address will be sent an e-mail from UofTSurvey@matrixresearch.ca, containing a web link they'll use to complete the survey online. To ensure anonymity, each of these web links is unique and randomly generated by Matrix Research, Mercer Delta's Canadian-based data processing partner. These web links will be destroyed after an employee has submitted the completed survey or on Nov. 10 at 5 p.m., whichever comes first.

"Once destroyed, there is no way anybody could somehow find that link and use it to trace a particular survey back to the employee who sent it," Hildyard said.

Employees without a valid e-mail address on HRIS will receive an unmarked paper copy of Speaking Up, mailed to their university address and mailbox. (Mailed hard copies may be received on or shortly after Oct. 10.) After completing the paper survey, employees should seal it inside the confidential return envelope provided and place it in one of the drop boxes located at strategic, secure points on each campus. A list of the drop-box locations is printed on the survey return envelopes.

For more information on the ethical policies applied to Speaking Up, visit: www.pre.ethics.gc.ca/english/policystatement/policystatement.cfm.

For more information on measures taken with Speaking Up to protect the privacy of employees and the anonymity of employee responses, visit: www.hrandedequity.utoronto.ca/HR_News/Speaking_Up/Protocols.htm.

How to participate in Speaking Up

- Survey starts Oct. 10.
- All completed surveys, whether electronic or paper, must be returned by Nov. 10 at 5 p.m.
- Employees with a valid U of T e-mail address on HRIS will receive an e-mail invitation from Mercer Delta Consulting (the sender will be listed as UofTSurvey@matrixresearch.ca) containing a randomly generated web link employees will use to access the survey online. The web link protects the respondent's anonymity and will be destroyed after the employee has submitted the completed survey.
- Employees without a valid U of T e-mail on HRIS: A paper

copy of the survey will be mailed to your U of T address. (Mailed hard copies may be received on or shortly after Oct. 10.)

- For those using a paper copy of Speaking Up, put the completed survey inside the provided confidential return envelope and put the envelope in one of the drop boxes located at strategic points on each campus. A list of the drop box locations is printed on the survey return envelopes.
- Neither version is marked with identifiers, nor are any personal identifiers (such as birth dates) or employee personnel numbers requested.

Completing Speaking Up

Speaking Up will probably take 25 to 35 minutes to complete. Department and unit heads, managers or supervisors are asked to provide:

- time during working hours to complete the survey.
- access to a computer.
- assistance with questions if English is not an employee's first language.
- a more secluded place to complete the survey if an employee happens to be stationed in a high-traffic area and would like more privacy.



UNIVERSITY of TORONTO

United Way Campaign

2006-2007

Today we launch the 2006 annual United Way Campaign. The campaign runs from Oct. 11 to Nov. 10. Within these pages you will find compelling reasons why it's important to support the United Way. The University of Toronto is the leader among educational institutions, with the most dollars raised in support of this vital community effort. Every individual who donates or volunteers to help run the campaign is a part of that success.

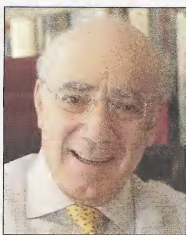
Thank you to every staff and faculty member who supported the United Way last year. At the University of Toronto, 1,445 employees and retirees raised \$834,615 to support the more than 200 health and social service agencies in the Greater Toronto Area. An additional \$7,862 was raised by U of T students for a grand total of \$842,477 for 2005.

CAMPAIGN OBJECTIVES:

To increase participation from 15 per cent in 2005 to 20 per cent in 2006.

Message from Leadership Chair Michael Marrus

Last year, through the generosity of our colleagues, the University of Toronto United Way Campaign raised \$842,477 — money that will support more than 200 agencies in the Greater Toronto Area and will touch



the lives of thousands in our community. Over the past five years I have had the privilege of leading the university's campaign, attempting to make sense of the annual results and trying to nudge this number closer to \$1 million.

Here are a few reflections I would like to pass along:

First, the cause is about as good as they get: the need is evident to anyone who walks the streets of our city and senses distress among people in situations we can sometimes scarcely imagine;

Second, the United Way is a truly remarkable, dedicated, professional and able institution to address these needs;

Third, we could — I think we should — do better. At the University of Toronto, we have good salaries and most of us love our work. But considerably less than one person out of five working here gives to the United Way. This is less than the average for institutions in the public sector.

Can we increase our support this year?

Let's try.

Michael R. Marrus
United Way Leadership Chair

Pathways to United Way



My first professional fundraising position was at the United Way of Greater Toronto. I saw first-hand how many people benefited from the services of United Way agencies. Now when I look at the list of the more than 200 agencies, it never ceases to amaze me the depth and breadth of the services and programs. Our city is a better place because of the strength and security provided by these organizations to so many people. I give because I think it is important to be a part of something that makes Toronto a better place to live for all. And I volunteer because it is important. It comes naturally to me and so I do it. I hope people want to support United Way. It just makes sense because it is an efficient and effective way to make a difference."

Barbara Track, CFRE
Executive Director
Advancement, Alumni and Communications
Woodsworth College



Volunteering for the United Way

Campaign is a terrific way to participate in university life and to also give back to our wider community. This is my second year of being involved with the United

Way Campaign at U of T at Mississauga and I have found it to be incredibly worthwhile. Along with helping those less fortunate, I have met many new people at the Mississauga campus and at the St. George campus. I have also been inspired by the enthusiasm and commitment shown by other United Way volunteers and donors."

Andrew Nicholson
Employee Campaign Co-Chair
University of Toronto at Mississauga



I have given to United Way for many years in various locales. I give for two main reasons. First, I am a firm believer in the premise that those of us who are fortunate in life have an obligation to assist those in need.

At an abstract level, that assistance is what reaffirms community and it represents the best positive qualities of the human species. Second, our world today is so complex and so large spatially that I certainly don't have a full grasp of the many forms such needs can take nor how to discriminate among them. The United Way has been in the 'business' for a very long time; it has an excellent comprehension of the challenges that groups and individuals face and how they can be handled. I know when I give to the United Way that my donation will be used in the best way possible to assist others in the Toronto area."

Monica Boyd
Canada Research Chair
and Professor of Sociology

Anonymous U of T Professor

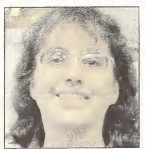
— CONTINUED ON NEXT PAGE —

Pathways to United Way

—CONTINUED FROM PAGE 1—

"Many of us are blessed to have well-paid, stable and interesting positions at the university, making it easy to be generous to United Way. Before I retired I used to drive our church van to pick up children and adults for Sunday school from some neighbourhoods where United Way agencies serve. It was exciting to see how the efforts of volunteers and people in the community multiply the effect of agency funding to help individuals and families in difficult situations to help themselves. Each year my investment adviser points out a holding in the portfolio that has a large increase in value. I avoid all the tax on capital gains that selling it would cause by donating it to United Way. I designate part of the proceeds to United Way's own work, but they forward much to other charities as I direct. The charities receive a sum of money, which is rather more than what it costs me to give, after taxes. This accomplishes most of the charitable giving for the year at an after-tax cost far less than the amount the charities actually get."

A Donor in the Faculty of Applied Science and Engineering



"I was raised to believe that an individual has social responsibilities to their larger community; my parents remain strong role models in this and I have tried in my life to follow the paths that they set out for me, working to create, nurture and sustain caring communities. The United Way works to support viable and vibrant communities, a challenge in a city as diverse as Toronto. Contributing to the United Way offers one way of supporting these important goals."

*Keren Rice
Professor of Linguistics and Director of Aboriginal Studies*



"The United Way is a wonderful organization that provides support for the most needy in our society. I urge everyone at the University of Toronto Scarborough and the whole university to give as generously as they can manage. Let us try our hardest to exceed our donations from previous years since the need is, if anything, greater now than at any time in the recent past."

*Jonathan Freedman
Interim Vice-President & Principal
University of Toronto at Scarborough*

Voted Most Likely To Help Other People Succeed: University of Toronto United Way Volunteer/Canvassers and Donors:

When individuals have the help they need to succeed in their lives, the whole community benefits. Canvassers and donors make it possible to transform the community for the better.

Our canvassers, working with United Way, are the front-line volunteers within the employee campaign.

Canvassers will collect pledge forms from their colleagues within their departments; answer any questions about the campaign or about United Way; and return pledges to the United Way office at 21 King's College Circle.

A MESSAGE FROM THE EMPLOYEE CAMPAIGN CHAIR

Last year more than 1,200 employee campaigns in the city of Toronto raised \$96 million. This year marks the 50th anniversary of United Way in the Greater Toronto Area and the goal for the 2006 city-wide campaign is \$100 million.

On behalf of the more than 100 volunteers at U of T, and leadership chair Michael R. Marrus, I thank you for your support in 2005 and ask you again to be a part of this tremendous community effort. This year our campaign will run from Oct. 10 to Nov. 10 and you can expect to receive your envelope by mid-October.

The envelope contains a pledge form and a pamphlet. The pamphlet explains how the United Way directs donor dollars and lists the more than 200 health and social service agencies that come under

the United Way umbrella. When you fill out your form, take a moment to consider donating by payroll deduction — it costs less to administer. A little from each paycheque can add up to a generous yearly contribution and you won't have to search for a tax receipt this spring, your T4 will do.

United Way is so big, sometimes it is difficult to see or easy to forget the individual services that it supports. The following agencies reflect the needs of an entire city but border the St. George campus here at the university.



*Molly Yeomans
Employee Campaign Chair
United Way*

Neighbourhood United Way Agencies

Accessible Community Counselling and Employment Services

489 College St.

Employment counselling for adults 25 years of age and older. 80 per cent of clients are new immigrants.

The Barbara Schiller Commemorative Clinic

489 College St.

A counselling, legal information and referral service for women who are survivors of domestic abuse and violence.

The Canadian Hearing Society

271 Spadina Rd.

Provides services that enhance the independence of deaf, deafened and hard of hearing people and encourage prevention of hearing loss.

Community Living Toronto

20 Spadina Rd.

Supports many people with intellectual disabilities, each with their own unique dreams and aspirations. This agency works with both children and adults and provides a variety of programs and supports that are aimed at maximizing a person's independence.

The Native Canadian Centre of Toronto

16 Spadina Rd.

Over the years, the centre has provided services of a social, recreational, cultural and spiritual nature. With more than 60,000 people of native ancestry living and

working in the Greater Toronto Area, the centre still remains the focal point for services as well as a gathering place for other native agencies.

Native Child and Family Services of Toronto

295 College St.

NCFST's clients are single parents with young children. Many are currently before the child welfare courts. Some have children in care and wish to work towards their return; most are poor, isolated and suffer a lack of support in an environment deemed insensitive and inaccessible to native people. Sexual abuse, addiction problems and family violence are common themes.

Transition House

162 Madison Ave.

Transition House is a short-term residence that provides support to men who are dealing with addictions. This agency has been providing service to Toronto and Ontario since 1976 when it first opened its residence on Madison Avenue. Transition House can accommodate 17 people over the age of 16. The house offers a safe, substance-free environment for residents and does not prescribe to men how they should recover from addictions but provides support based on individual recovery goals and choices.

Volunteer Centre of Toronto

344 Bloor St. W.

Promotes volunteerism and connects thousands of people each year to volunteer opportunities at more than 4,000

not-for-profit organizations. In addition to assisting many organizations to obtain qualified volunteers, an important objective of the centre is to actively promote the concept and value of volunteerism to the community and individuals.

Toronto Community Hostel

191 Spadina Rd.

An agency that provides shelter, food and clothing to the homeless seven days a week, 24 hours a day. Their clients include not just single individuals but entire families. The hostel also provides assistance with immigration, legal, educational and financial problems.

Toronto Chinese Community Services Association

310 Spadina Ave.

TCCSA has been with the United Way since 1984. It provides settlement counselling, employment counselling, ESL classes and citizenship preparation courses to newcomers.

St. Stephen's Community House

260 Augusta Ave.

Operating with a staff of more than 150 people and with the support of almost 400 volunteers, St. Stephen's provides services for more than 32,000 people a year. St. Stephen's addresses the most pressing issues in its community — poverty, hunger, homelessness, unemployment, isolation, conflict and violence, AIDS, racism, youth alienation and the integration of refugees and immigrants.



UNIVERSITY of TORONTO

WHY PAYROLL DEDUCTION Works For YOU and for United Way:

Convenient and easy

- no cheque
- no credit card numbers

- A smaller amount per pay adds up
- Can use T4 for income tax versus locating tax receipt
- Payroll deduction **does not start until January/07**
- It is not automatic – **IT IS YOUR CHOICE** whether or not to renew
- Can be changed or cancelled
- **COSTS LESS** to administer than any other giving method

Student Giving:

University of Toronto students raised a total of \$7,862 in 2005 and had a lot of fun doing it. At the Rotman School of Management, students and professors donned sumo wrestling costumes and duked it out belly to belly for the most entertaining fundraiser of the season. Thank you, students!

Leadership Giving: \$1,000 and up:

Our leading donors raised \$541,000 last year (64 per cent of the total) and gave an average gift of \$2,000. Thank you, leaders— your generosity is inspiring. This year, for the first time, leaders can make a donation by telephone or by e-mail. Check your leadership package for details.

Retiree Giving:

Two hundred and twenty-eight university retirees raised a total of \$120,000 — 51 retirees gave \$1,000 or more. That's an average gift of \$526. Thank you, retirees!



This year, the sponsored employee in charge of student campaigns is: **Sasha Manes**. She can be reached at: United Way of Greater Toronto 26 Wellington St. E. Toronto ON M5E 1W9 tel: (416) 777-2001, ext. 283 smanes@uwgt.org

Many thanks to **Susan Elliott**, employee campaign co-chair for 2005, for her dedication and commitment to last year's campaign. Susan is now working with the Burlington United Way.



New fast and easy way to donate for Leadership Donors, Retirees

BY E-MAIL:

unitedway@utoronto.ca

For credit card or payroll deduction:

FOR CREDIT CARD:

- 1 Type of card
 - 2 Number (16 digits)
 - 3 Expiry date
 - 4 Amount: one time or equal payments: monthly, quarterly or semi-annually
 - 5 Your mailing address
 - 6 Your telephone #
 - 7 Your employee ID #
- Your carbon copy of the pledge form will be mailed to you.

FOR PAYROLL DEDUCTION:

- 1 Amount per pay
 - 2 Your mailing address
 - 3 Your telephone #
 - 4 Your employee #
- Your carbon copy of the pledge form will be mailed to you.
- New first-time gifts of \$1000 or more will be matched by the John Hunkin and Susan Croaker Leadership Challenge and for renewing donors, the Leadership Challenge Grant will double the amount of your increase.
 - Donations of publicly traded shares are no longer subject to capital gains tax and may be an alternative choice for giving.

BY TELEPHONE: 416-946-0245

For payroll deduction or for credit card donation:

- 1 Call the secure united way telephone number: 416-946-0245
- 2 Follow the prompt.
- 3 Your carbon copy of the pledge form will be sent to you.

Thank you

Molly Yeomans
University of Toronto,
United Way, Employee Campaign Chair

Did You Know?

\$21.66 PER PAY OR \$260 FOR THE YEAR:
purchases white canes for 10 people who are visually impaired.

\$58.33 PER PAY OR \$700 FOR THE YEAR:
allows two seniors to live independently, with three hours a week of home care for one month.

\$108.33 PER PAY OR \$1,300 FOR THE YEAR:
buys a weekly breakfast for 10 homeless people for one year.



"Sumo wrestlers" at the Rotman School of Management raised funds for United Way in 2005.



**United Way
of Greater Toronto**

VOLUNTEERS MAKE ALL THE DIFFERENCE

United Way Canvassers for 2006-07 Campaign

Without you, there would be no way

FACULTY OF ARTS & SCIENCE

Botany – Memoree Schafer
Chemistry – Ken Hine
Classics – Ann-Marie Matti
Computer Science – TBA
Dean's Office – Ida Ferrinho
East Asian Studies – Celia Sevilla
Economics – Don Moggeridge
English – Cecilia Martino, Jennifer Neill
Fine Art – Joanna Wainman
Geography – Donna Jaynes
Geology – Silvana Papaleo
History – Vicky Dingillo
Italian Studies – Gloria Cernivivo
Mathematics – Jemima Mersica
Philosophy – Alisa Rim
Physics – need representative
Political Science – Nelson Wiseman
Registrar's Office – Angie Calabrese
Zoology – Peter Thinh

COLLEGES

Innis – need representative
New – Aldo Sdao
Trinity – Herma Joel, Dana Fisher
University – need representative
Victoria – Jennifer McCann
Woodsworth – Barbara Rack

ENGINEERING

Aerospace Studies – Clare Chang
Chemical & Applied Chemistry – Arlene Fillatre
Civil – Eva Kuhn, Nelly Pietropaolo
Electrical & Computer – Wai Tung Ng
Mechanical & Industrial – need representative
Material Science & Engineering – Teresa Miniaci

MEDICINE

Anesthesia – Danny Cavanagh
Banting & Best Diabetes Centre – Sandra Grant
Biochemistry – Suzanne D'Alvise
Comparative Medicine – Diana Hiesl
Continuing Education – Susan Rock
Family & Community Health – Iva Berlekovic
Laboratory Medicine & Pathobiology – Julia Bella
Nutritional Sciences – Vijay Chetty
Pediatrics – need representative
Physiology – Julie Weedmark
Psychiatry – Diane Granato
Public Health Sciences – Danny Lopez
Speech-Language Pathology – Tina Abbato
Surgery – Nancy Calabrese

OTHER FACULTIES

Dentistry – Donna Crossan

Forestry – Ian Kennedy
Information Studies – Joe Cox
Law – need representative
Management – Diane Hughes-Leacock
Music – Sally Holton
Pharmacy – Paul Grootendorst
Physical Education & Health –
Amanda Bunday, Jennifer Leake
Social Work – need representative

**Canvassers are the front-line
volunteers within the employee
campaign.**

**They are ambassadors for United
Way on the University of Toronto
campuses.**

**During the campaign they will
approach their colleagues to raise
awareness about United Way's vital
role in the community, answer
questions and ask for their
colleagues' support.**

OISE/UT

Adult Education & Counselling Psychology –
Amelia Nanni
Curriculum, Teaching & Learning – Sue Eccles
Sociology & Equity Studies in Education –
Cheryl Williams
Theory & Policy Studies – Jane Goodlet

**This year's campaign runs from
Oct. 11 to Nov. 10.**

**Please submit your pledge form
at the earliest possible date and
at the latest by Nov. 30.**

**For more information about the
United Way of Greater Toronto,
go to**

www.unitedwaytoronto.com

or call Molly at

416-946-0245 or

**e-mail unitedway@utoronto.ca
for information about the
United Way Campaign at the
University of Toronto.**

Human Development & Applied Psychology –
Marisa Freire
Institute of Child Study – Elizabeth Rentzezos

CENTRES, INSTITUTES & SCHOOLS

Criminology – Andrea Shier, Lori Wells
Drama – Luella Massey
Graduate Studies – Donna Gutasukas
Medieval Studies – Grace Desa
Astrophysics – Margaret Fukunaga

ADMINISTRATION & STUDENT SERVICES

Admissions & Awards and Career Centre –
Glen Matadeen
Computing & Network Services – Clara Pereira
Development & Alumni Affairs – Jacqueline Raatlaab
Facilities & Services – Trevor Wilkinson
Building Services, Grounds & Trades – Susanne Doyle
Human Resources/Payroll – need representative
Utilities & Building Operations – Bob Ross
Mail Services – Leslie Barezza
Grounds – Stan Szwagiel
Capital Projects/Design Group – Michael Baker
Campus Services & Waste Management – Reno Strano
Caretaking Services – Day Staff – Michael Peterson
Caretaking Services – Night Staff – Mujahidul Kabir
Trade Services – Robert Rodmell
Police Services – Peter Franchi

Governing Council – Ramona Cesar
Health Services – need representative
Hart House – Gail Skikevitch
Robarts Library – Gabriela Bravo
Library Administration – Darlene Kent
Gerstein Science Information Centre – Vidya Mahadeo
Strategic Communications – Audrey Fong
Student Affairs – Nancy Kersnick
Human Resources – Joanna Davis

UNIVERSITY OF TORONTO AT MISSISSAUGA

Employee Co-Chairs – Andrew Nicholson,
Anthony Wensley

UNIVERSITY OF TORONTO AT SCARBOROUGH

Looking for new campaign chair

We apologize for any omissions as we are still actively
recruiting canvassers.

Please contact us with your revisions.

If you would like to represent your department as a
United Way canvasser, please contact Molly Yeomans
at 416-946-0245 or unitedway@utoronto.ca

FREQUENTLY ASKED QUESTIONS ABOUT SPEAKING UP

What is the Speaking Up survey?

Speaking Up is the first university-wide survey of the faculty and staff working experience. This voluntary and anonymous survey will help the university's senior administration to better understand employees' experience at work.

What are the benefits of conducting a survey of University of Toronto faculty and staff?

Surveying staff and faculty is an important means of getting a big picture view of how employees experience the university as an employer. The results will help inform U of T's institutional priorities — priorities that will enhance the work experience by identifying areas of strength and by addressing areas where employees have identified difficulties.

What is the connection between the survey and the university's academic plan?

In the Stepping Up academic plan, U of T committed to enabling faculty and staff and becoming an employer of choice. There is a direct connection between the recruitment, retention and recognition of the best staff and faculty and the university's goal to provide a quality academic experience for students and an enriching overall student experience.

Who is conducting the survey?

Mercer Delta Consulting, a firm with expertise in conducting employee surveys, is the contractor providing assistance to U of T in conducting Speaking Up. Mercer Delta will be analysing and reporting the survey results. The company's partner, Canadian-based Matrix Research, will host the web version of the survey and process data from the online and paper-based surveys.

How long will the survey run?

The survey should arrive on Oct. 10 by e-mail for those who have valid e-mail addresses on the university's information system or by campus mail for those who do not. It can be completed and submitted anytime between Oct. 10 and 5 p.m. Nov. 10.

Who should complete the survey?

All appointed staff and faculty (full and part time) at the university who are on a contract of at least one year's duration will receive an invitation to complete a survey.

How long will it take to complete the survey?

It will probably take 25 to 35 minutes in total to complete the survey. The online survey responses can be

submitted in sections; the link can be accessed multiple times until the survey is fully completed.

Will everyone fill out the same survey?

No. There are three different surveys, one for staff, one for faculty and one for librarians. All three contain a large set of common questions as well as others tailored for these specific employee groups.

Is this survey voluntary?

Yes, the survey is voluntary. Employees are encouraged to participate in order for the university to achieve the best possible understanding of what it is like for faculty and staff to work at U of T — both the positive and the negative. A high response rate is important to achieving reliable and representative results.

Is the survey confidential?

Yes. U of T and Mercer Delta Consulting are taking a number of measures to ensure that the data will be confidential. The survey is anonymous and does not ask employees to provide any personal identifiers such as name, birth date or personnel number. The web link sent to each individual employee is randomly generated by Matrix Research. Each web link is broken as soon as the survey is completed or on Nov. 10 at 5 p.m., whichever comes first. Those receiving the paper-based survey — which are unmarked — will be able to drop off their completed survey in sealed envelopes into secure drop boxes located around the university. The drop box is sealed and shipped to Matrix Research; when the data have been processed and reported, all surveys are destroyed by Matrix.

How can I be sure the survey is anonymous and confidential?

The survey and related confidentiality measures have received approval from the University of Toronto Ethics Review Board and are conducted in accordance with the Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (1998).

Will this survey affect my collective agreement?

No. The survey in no way interferes with any existing collective agreements or the university's collective bargaining obligations. The university recognizes the certified unions as the sole and exclusive bargaining agents for their bargaining unit members and recognizes their right to bring forward proposals during collective bargaining concerning the terms and conditions of their members' employment as well as their right to raise issues or file grievances on behalf of their members.



Long-time Employee Says Speaking Up a Chance to Be Heard

FOR JAYNE LEAKE, a 22-year employee at the UNIVERSITY OF TORONTO, Speaking Up is a chance to speak out.

"I want to have my voice heard," Leake said of Speaking Up, the upcoming employee-experience survey U of T will conduct from Oct. 10 to Nov. 10. "I would like to participate in something that gives me a voice, albeit anonymously, for giving my perspective as a long-term staff member on what it's like to work at the university."

"I would encourage people to complete the survey, to have a voice and to have their work experience conveyed through the process, along with their perception of the role they play at the university."

RESULTS FROM SPEAKING UP

- Full results are expected to be released in Spring 2007.
- Results will be distributed to the university community in a variety of ways, in an open and transparent manner.
- Overall results of the survey will be provided on a summary basis and distributed to university employees through public presentations and publications, including publication in *The Bulletin* and in accountability reports to governance. The results will form part of the university's performance indicators report, which is presented to Governing Council.
- Results from this first survey will be used as a baseline against which the university can assess future survey results and to target areas of further interest and priority.
- Divisions and/or employee group will also receive results specific to their areas.
- To ensure and protect the anonymity of respondents, results will not be reported in cases where there are fewer than 10 respondents.
- Results from the survey will help U of T achieve one of the goals of the Stepping Up academic plan — to become an employer of choice with a workplace that is among the finest in the country.

BENEFITS OF SPEAKING UP

Speaking Up is your chance to tell the university about your work experience here, what's good about it and what makes it difficult to thrive in your job.

Based on the results, the university will be able to identify where changes to policy and practice are necessary.

While there are many good policies and workplace enhancements already in place, there may be a need to improve on co-ordinating and communicating about them or to develop further initiatives to improve the work environment.

By sharing their work experience at U of T, employees have an opportunity to make positive changes in the university work environment.

If faculty and staff enjoy their work environment, the impact on the quality of the students' experience is obvious since their experience is determined to a large extent by the people with whom they interact.

The survey and its results do not replace any of the collective bargaining procedures that the university engages in as an employer and in no way interfere with any of the university's existing collective agreements or the university's obligations to its collective bargaining units.

Professor Eager to Offer His Opinions

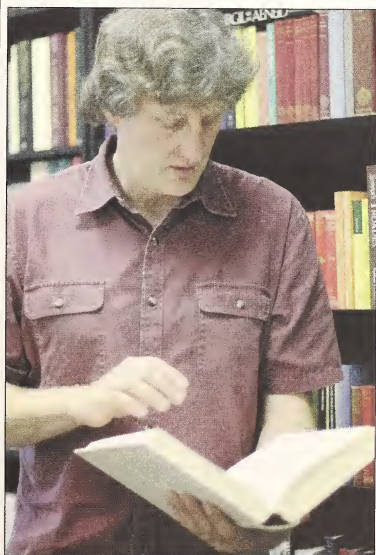
WHEN PROFESSOR JOHN Magee first heard about U of T's Speaking Up employee-experience survey, his first reaction was one of mild surprise.

"I've been teaching for over 20 years and I've never once had an employee survey like this," said Magee, a professor of both classic literature and medieval studies.

His second reaction was a question. "My thinking was, is it a hollow exercise or is it real? I'm assuming the latter and I'm looking forward to it. I think it's a good idea."

That said, Magee hopes the survey will give the university's senior administration insight into at least one issue faced in particular by faculty.

"It seems a blank slate right now. This is the time to voice your concerns," he said. With the university's commitment to respond to workplace issues raised in the survey, participating "gives people a chance to effect some sort of change."





THE GAIRDNER FOUNDATION LECTURES

THE GAIRDNER FOUNDATION LECTURES

In Partnership With Canadian Institutes of Health Research — Minds That Matter
2006 International Symposium

Thursday, October 26, 2006 9:00 a.m. – 3:30 p.m.

MacLeod Auditorium, Medical Sciences Building

Open Seating

2006 GAIRDNER INTERNATIONAL AWARDEES LECTURE

MORNING SESSION

		10:45 a.m.		
		Introduction:	Dr. Ronald Pearlman, University Prof. Department of Biology, Director, Core Molecular Facilities, York University, Toronto	Speaker: Dr. Ronald Evans, Gairdner Laureate 2006, Investigator, Howard Hughes Medical Institute, Professor, The Salk Institute for Biological Studies, La Jolla, CA
9:00 a.m.	WELCOME AND OPENING Dr. John H. Dirks, President, The Gairdner Foundation Dr. Alan Bernstein, President, Canadian Institutes of Health Research, Ottawa, ON Dr. Catharine Whiteside, Dean, Faculty of Med University of Toronto	Speaker:	Dr. Joan Steitz, Gairdner Laureate 2006, Sterling Professor of Molecular Biophysics & Biochemistry, Howard Hughes Medical Institute, New Haven, CT	"Nuclear receptors: Metabolic engineering and the dawn of synthetic physiology"
9:10 a.m.				1:40 p.m.
Chair:	Dr. Brenda Andrews, Director, Donnelly CCB, Prof & Chair, Banting & Best Department of Medical Res, Prof, Department of Medical Genetics & Microbiology, University of Toronto	11:25 a.m.	Introduction:	Dr. Duncan Stewart, Professor, Faculty of Medicine & Director of The McLaughlin Centre, Toronto
Introduction:	Dr. Brenda Andrews	Introduction:	Dr. Janet Rossant, Chief of Research & Sr. Scientist, Res. Inst., The Hospital for Sick Children, Toronto	Speaker: Dr. Victor Dzau, Chancellor Health Affairs & Dean Medical School, Duke Hospital South, Durham, NC
Speaker:	Dr. Thomas D. Pollard, Gairdner Laureate 2006, Yale University, New Haven, CT	Speaker:	Dr. Ralph Brinster, Gairdner Laureate 2006, Richard King Mellon Professor of Reproductive Physiology, The School of Veterinary Medicine University of Pennsylvania, Philadelphia, PA	"Unmet needs in acute myocardial infection: Potential of gene & Cell based therapies"
	"Molecular basis of cellular motility & cytokinesis"		"Germline Modification"	2:30 p.m.
9:50 a.m.				Introduction:
Introduction:	Dr. Anthony Pawson, Gairdner Laureate 1994, Sr. Investigator, Samuel Lunenfeld Res. Inst., Mount Sinai Hospital, Toronto	12:00 noon	LUNCH — Dean's Conference Room (by invitation only)	Dr. Frank Plummer, Scientific Director, National Microbiology Laboratory, Health Canada, Winnipeg, Manitoba
		AFTERNOON SESSION		
		1:00 p.m.		
Speaker:	Dr. Alan Hall, Gairdner Laureate 2006, Chair, Cell Biology Program, Memorial Sloan-Kettering Cancer Center, NY, NY	Chair:	Dr. Christopher J. Paige, Vice President Research, Director, The Ontario Cancer Institute/Princess Margaret Hospital, Toronto	Dr. Allan Ronald, 2006 Gairdner Wighman Laureate, Distinguished Professor, University of Manitoba, Winnipeg, Manitoba
	"Signal transduction pathways controlling cell polarity & cell migration"	Introduction:	Dr. Daniel Drucker, Professor of Medicine, The University of Toronto, Director Banting and Best Diabetes Centre, Toronto	"Slowing the growth of the HIV epidemic"
10:30 a.m.	Break:			3:20 p.m.
				CONCLUSION Dr. John H. Dirks

THE GAIRDNER FOUNDATION LECTURES

In Partnership With Canadian Institutes of Health Research — Minds That Matter
2006 International Symposium

Friday, October 27, 2006 9:00 a.m. – 4:00 p.m.

MacLeod Auditorium, Medical Sciences Building

Open Seating

ADVANCES IN BIOMEDICINE

MORNING SESSION

9:00 a.m.	WELCOME AND OPENING Dr. John H. Dirks, President, The Gairdner Foundation Dr. John R. G. Challis, Vice President Research & Associate Provost, University of Toronto	11:40 a.m.	Introduction: Dr. Jack Gaudie, Associate Dean, Research for the Faculty of Health Sciences, McMaster University, Hamilton	2:30 p.m.	Introduction: Dr. Michael D. Tyers, Senior Scientist, Samuel Lunenfeld Research Institute, Mount Sinai Hospital, Toronto
9:15 a.m.	Chair: Professor J.G.P. Sissons, Regius Professor of Physics, University of Cambridge, Cambridge, UK	Speaker:	<i>Dr. Ralph M. Steinman, Gairdner Laureate 2003, Henry G. Kunkel Professor & Senior Physician, The Rockefeller University, New York, NY</i>	Speaker:	<i>Dr. Avram Hershko, Gairdner Laureate 1999, Nobel Laureate 2004, Professor of Biochemistry, Technion- Israel Institute of Technology, Israel</i>
	Introduction: Dr. Alan Bernstein, President, CIHR, Ottawa	12:15 p.m.	LUNCH – Dean's Conference Room (by invitation only)	3:15 p.m.	Introduction: Dr. Reinhart Reithmeier, Chair, Department of Biochemistry, University of Toronto, Toronto
	Speaker: <i>Dr. Sydney Brenner, Gairdner Laureate 1978 & 1991, Nobel Laureate 2002, The Salk Institute, San Diego, CA</i>	1:00 p.m.	Chair: Dr. Peter Lewis, Vice Dean, Research & International Relations, Faculty of Medicine, University of Toronto, Toronto	Speaker:	<i>Dr. R. John Ellis, Gairdner Laureate 2004, Biological Sciences, University of Warwick, Coventry, UK</i>
10:00 a.m.	<i>"Complexity simplified: How cells use arithmetic"</i>	Introduction:	Dr. Ronald Worton, CEO & Scientific Director OHRI, VP Prof Services & Clinical Program Obstetrics-Gynecology, The Ottawa Hospital, Ottawa		<i>"Protein aggregation diseases; Problems with prions"</i>
	Introduction: Dr. Franco J. Vaccarino, Professor & Chair, Department of Psychology, University of Toronto, Toronto	Speaker:	<i>Dr. J. Craig Venter, Gairdner Laureate 2002, President, The J. Craig Venter Institute, Rockville, MD</i>	4:00 p.m.	CONCLUSION: Dr. John H. Dirks
	Speaker: <i>Dr. Linda Buck, Gairdner Laureate 2003, Nobel Laureate 2004, Howard Hughes Medical Institute, Seattle, WA</i>		<i>"Genomics: From medicine to the environment"</i>		
	<i>"Unraveling the sense of smell"</i>	1:45 p.m.	Introduction: Dr. Julie Foreman-Kay, Senior Scientist, Structural Biology & Biochemistry, Hospital for Sick Children, Professor, Department of Biochemistry, University of Toronto, Toronto		
10:40 a.m.	Break	Speaker:	<i>Dr. Thomas Steitz, Sterling Professor of MB&B, Professor of Chemistry, Investigator, Howard Hughes Medical Institute, Yale University, New Haven, CT</i>		
11:00 a.m.	Introduction: Dr. Tak Mak, Gairdner Laureate 1989, Director, Division of Cellular & Molecular Biology, AMDI Institute, PMH, Toronto		<i>"Structural insights into the peptidyl – Transferase reaction by the ribosome & its inhibition by antibiotics"</i>		
	Speaker: <i>Dr. Peter Doherty, Gairdner Laureate 1986, Nobel Laureate 1996, University of Melbourne, Victoria, Australia</i>				
	<i>"Killer T cells & killer viruses"</i>				

SPONSORS:

Canadian Institutes of Health Research
University Health Network
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BOOKS

The New Politics of Surveillance and Visibility, edited by Kevin D. Haggerty and Richard V. Ericson (U of T Press; 400 pages; \$80 cloth, \$40 paper). Since the Sept 11 terror attacks surveillance has been put forward as the essential tool for the "war on terror." This book brings together leading experts to analyse how society is organized through surveillance systems, technologies and practices. It demonstrates how the new political uses of surveillance make visible the previously unknown, blur the boundaries between public and private, rewrite the norms of privacy, create new forms on inclusion and exclusion and alter processes of democratic accountability.

Patrons of Enlightenment, by Edward G. Andrew (U of T Press; 240 pages, \$55). All major writers of the Enlightenment enjoyed royal or aristocratic patronage, often denying their financial dependency and claiming to live by the labours of their pens or by the expanding readership of the 18th century, thereby maintaining the ideal of intellectual autonomy. This book examines the conditions in which the central idea of Enlightenment was fabricated: intellectual autonomy was constructed while patronage was being transformed by a commercial print culture. It emphasizes the dependency of

thinkers upon patrons and compares the patron-client relationships in the French, English and Scottish republics of letters.

Sick Building Syndrome and the Problem of Uncertainty: Environmental Politics, Technoscience and Women Workers, by Michelle Murphy (Duke University Press; 264 pages; \$74.95 cloth, \$21.95 paper). Before 1980, sick building syndrome did not exist. But in the 1990s it was among the most commonly investigated occupational health problems in the United States. Office workers — mostly women — protested that their workplaces were filled with toxic hazards, yet federal investigators could detect no chemical cause. This detailed history tells the story of how sick building syndrome came into being and how it provides a window into the way environmental politics moved indoors.

Against the Draft: Essays on Conscientious Objection from the Radical Reformation to the Second World War, by Peter Brock (U of T Press; 462 pages; \$80). Around the world and for hundreds of years, men and women have refused to be drafted into bearing arms for their nations' wars. These conscientious



objectors are the subject of this collection — 25 essays on conscientious objection from the beginning of the Radical Reformation in 1525 to the end of the Second World War. Included in the collection are essays on little known facets of the anti-draft movement, including the Anabaptist-Mennonite tradition of military exemption that started in 1525 and has continued until the present.

Appointing Judges in an Age of Judicial Power: Critical Perspectives from Around the World, edited by Kate Malleson and Peter H. Russell (U of T Press; 450 pages; \$90 cloth, \$45 paper). The main aim of this volume is to analyse common issues arising from increasing judicial power in the context of different political and legal systems, including those in North America, Africa, Europe, Australia and Asia. It seeks to

assess the strengths and weaknesses of structural and procedural reforms being proposed or implemented. Particularly important issues include the growing pressure to rethink the balance between judicial independence and accountability and the growing recognition of the importance of selecting judiciaries with a greater diversity in composition.

Tales of Two Cities: Women and Municipal Restructuring in London and Toronto, by Sylvia Bashevkin (University of British Columbia Press; 200 pages; \$85). As cities move from centralized and decentralized governance and conservative and progressive leadership, what brings out the best and worst in civic engagement? This book examines the consequences of divergent restructuring experiences in London and Toronto. By focusing on the forced amalgamation of local boroughs in Toronto and the creation of a new metropolitan authority in London, it explores the fallout for women as urban citizens. Ultimately, context is crucial to whether municipal change signals pessimism or promise.

Formal Approaches to Poetry: Recent Developments in Metrics,

edited by B. Eran Drescher and Nila Friedberg (Mouton de Gruyter; 312 pages; \$132.30). Focusing on a wide variety of languages — including English, Finnish, Estonian, Russian, Japanese, Somali, Old Norse, Latin and Greek — this volume also contains diverse theoretical approaches that are brought together for the first time, including optimality theory, other constraint-based approaches, the quantitative approach to verse associated with the Russian school of metrics, a mora-based approach, a semantic-pragmatic approach and an alternative generative approach developed in Estonia.

Inside the Mosaic, edited by Eric Fong (U of T Press; 280 pages; \$55). The majority of recent immigrants to Canada has chosen to settle in large cities and immigrants have become an integral part of the country's urban experience. How the presence of immigrants shapes the urban structures and social processes of large cities and how these structures and processes affect immigrants' ability to adapt to their new surroundings are the focus of this volume, using the Toronto experience as its base.

COMPILED BY AILSA FERGUSON

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Dr. Catharine Whiteside, Dean of Medicine, University of Toronto

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Bennett Lecture Hall, Faculty of Law, Flavelle House, 78 Queen's Park

Susan Silbey is Professor of Sociology and Anthropology at the Massachusetts Institute of Technology, a fellow of the American Academy of Political and Social Science, and Past President of the Law and Society Association. She has written about the social organization of law in diverse institutional and informal setting including attorney general's offices, courts, schools, private homes, businesses and scientific laboratories. She has also studied alternative forms of dispute resolution including negotiation and mediation. She edited *Studies in Law, Politics and Society* and the *Law and Society Review*. In 1998, she published *The Common Place of Law: Stories from Everyday Life*, describing the ways in which Americans imagine, use, and construct the rule of law. *Litigation: Do the 'Haves' Still Come Out Ahead* came out in 2003. Her current research looks at the roles and conceptions of law in scientific laboratories, comparing the place of law in expert communities and popular culture.

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EVENTS



LECTURES

Did Henri IV Believe in Ghosts?

MONDAY, OCTOBER 16
Prof. Em. Yves-Marie Bercé, Université de Paris-Sorbonne. Senior Common Room, Burwash Hall, Victoria University, 89 Charles St. W. 4:15 p.m. *Reformation & Renaissance Studies, History and Toronto Renaissance & Reformation Colloquium*

Art and the Substance of Things.

MONDAY, OCTOBER 16
Prof. Alexander Potts, University of Michigan. First of three Textual lectures on Art and Non-Art in the Mid-20th Century. Between Commitment and Consumerism. 140 University College. 4:30 p.m. University College

The Quickening Poles and the International Polar Year 2007-2008.

TUESDAY, OCTOBER 17
Prof. Chris Ruxley, British Antarctic Survey. Music Room, Hart House. 11 a.m. RSVP: evp_events@utoronto.ca. Office of the Vice-President (Research) and Associate Provost

New Realism and the Materials of Modern Culture.

TUESDAY, OCTOBER 17
Prof. Alexander Potts, University of Michigan. Second of three Textual lectures on Art and Non-Art in the Mid-20th Century. Between Commitment and Consumerism. 140 University College. 4:30 p.m. University College

Happenings and Actions: Art and Life.

WEDNESDAY, OCTOBER 18
Prof. Alexander Potts, University of Michigan. Final Textual lecture on Art and Non-Art in the Mid-20th Century. Between Commitment and Consumerism. 140 University College. 4:30 p.m. University College

The Greek Planetary: A New Reconstruction of the Antikythera Mechanism.

WEDNESDAY, OCTOBER 18
Michael Wright, Imperial College London. 001 Emmanuel College. 6:15 p.m. *Archaeological Institute of America, Toronto Society*

The Pain and Joy of Recognition From Sophocles to Frost.

THURSDAY, OCTOBER 19
Prof. Pietro Bolani, University of Rome "La Sapienza." 1230 Bilen Centre for Information Technology. 4 p.m. *Humanities Centre, Arts & Science*

Spectres of Horatio.

THURSDAY, OCTOBER 19
Prof. Christopher Warkley, English. Senior Common Room, Burwash Hall, Victoria University. 89 Charles St. 4:15 p.m. *Reformation & Renaissance Studies and Toronto Renaissance & Reformation Colloquium*



Michael of Rhodes Rediscovered: The Lost Book of a Medieval Mariner.

FRIDAY, OCTOBER 20
David McGee, Dibner Institute for the History of Science & Technology. MIT. 20 Woodsworth College Residence. 321 Bloor St. W. 4:15 p.m. *Toronto Centre for the Book*

Byzantine and Early Christian Influences in My Composition.

TUESDAY, OCTOBER 24
Prof. Christos Hatzis, Faculty of Music. Walter Hall, Edward Johnson Building. 4:30 p.m. *U of Art Centre*

China Modern: Urban Forms, Local Expressions and Shaping the Space of Time.

TUESDAY, OCTOBER 24
Prof. Peter Rowe, Harvard Graduate School of Design. Room 103, 230 College St. 6:30 p.m. *Architecture, Landscape & Design*

The Internet in Everyday Life.

TUESDAY, OCTOBER 24
Prof. Barry Wellman, sociology. S.D. Clark memorial lecture. George Ignatieff Theatre. 15 Devonshire Place. 7 p.m. *Sociology and Arts & Science*

Lessons From U.S. Electricity Restructuring: What Doesn't Work and What Is Possible.

WEDNESDAY, OCTOBER 25
Prof. Lester Lave, Carnegie Mellon University. 116 Walberg Building. 12:30 p.m. *Chemical Engineering & Applied Chemistry*

The Supreme Court Appointment Process.

WEDNESDAY, OCTOBER 25
Justice Marshall Rothstein, Supreme Court of Canada. David B. Goodman lecture. Bennett Lecture Hall, Flavelle House, 78 Queen's Park. 3 p.m. *Law*

COLLOQUIA

Standing in Judgment.

THURSDAY, OCTOBER 12
Prof. Gary Watson, University of California at Riverside. 244 Galbraith Building. 3:15 p.m. *Philosophy*

A Donut for the Atomic Age: Adolph Levitt and Petty Mass Production in North America, 1920-1960.

WEDNESDAY, OCTOBER 25

Prof. Steve Penfold, history. 323 Old Victoria College. 91 Charles St. W. 4 p.m. *History & Philosophy of Science & Technology*

Navigating the Languages of Empire: Mediating Linguistic Difference Between French and Amerindians in New France.

WEDNESDAY, OCTOBER 25
Prof. Paul Cohen, history. graduate faculty series. 2098 Sidney Smith Hall. Noon to 1:30 p.m. *History*

SEMINARS

Unravelling the CNS Pathways Underlying Co-ordinated Body Weight and Glucose Homeostasis.

FRIDAY, OCTOBER 13
Prof. Joel Elmquist, University of Texas Southwestern Medical Centre, Dallas. 3rd-floor conference room, Lebovic Building, Mt. Sinai Hospital. 8 a.m. *Diabetes & Best Diabetes Centre*

Using Yeast Functional Genomics to Explore Biological Pathways and Kinase Targets.

FRIDAY, OCTOBER 13
Prof. Brenda Andrews, Terrence Donnelly Centre for Cellular & Biomolecular Research. B142 Earth Sciences Centre. Noon. *Cell & Systems Biology*

A Systems Biology Approach to Identifying and Characterizing Novel Abiotic Stress-Associated Genes in *Arabidopsis thaliana*.

FRIDAY, OCTOBER 13
Rachel Carson, PhD proposal. B142 Earth Sciences Centre. 3 p.m. *Plant & Microbial Biology Program*

Epistolary Rhetoric, the Newspaper and the Public Sphere in Early Modern England.

FRIDAY, OCTOBER 13

David Randall, CRIS. 205 Northrop Frye Hall, Victoria University. 3:30 p.m. *Reformation & Renaissance Studies*

How Deep Does Diversity Go?

TUESDAY, OCTOBER 17
John Farrow, IEA Group Holdings Inc.; Avvy Go, Yee Hong Centre for Geriatric Care; and Eric Fong, sociology. Election '06: What Future for Toronto? series. Inuit Cafe, Inuit College. 6:30 to 8:30 p.m. *Urban Studies Program, Inuit College, and Urban & Community Studies*

Contested Access: Women's Health and Sectarian Conflict in Northern Pakistan.

WEDNESDAY, OCTOBER 18
Emma Varley, anthropology, and Prof. Gillian Einstein, psychology. discussion. 618 Health Sciences Building. 3 to 5 p.m. *Health Care, Technology & Place*

Environmental Policy Struggles, Participation Rights and E-Democracy: Lessons Learned in Implementing Ontario's Environmental Bill of Rights, 1994-2006.

WEDNESDAY, OCTOBER 18
David McRobert, Environmental Commissioner of Ontario. 1210 Buben Centre for Information Technology. 4 p.m. *Environment*

Pharmaceuticals Released Into the Environment: Assessing the Risks.

THURSDAY, OCTOBER 19
Prof. Chris Metcalfe, Trent University. 106 Health Sciences Building. 4 p.m. *Environment*

Integrins and Cell-Matrix Adhesion in Fly Development and Morphogenesis.

FRIDAY, OCTOBER 13
Guy Tientziapil, post-doc, cell and systems biology. B142 Earth Sciences Centre. Noon. *Cell & Systems Biology*

The Emergence of Non-State, Market-Driven Global Governance: Lessons From the Forestry Sector.

FRIDAY, OCTOBER 20
-Continued on Page 17-



WOODSWORTH COLLEGE

UNIVERSITY OF TORONTO

Annual Fall Lecture

Woodsworth College is proud to present

Craig Kielburger

International Child Rights Activist & Founder of FREE the CHILDREN



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Where: Woodsworth College Residence, William & Phyllis Waters Lounge
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When: Tuesday, October 24, 2006, 4:30 p.m.
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EVENTS

Prof. Ben Chasore, Yale University 1130
Scholey Smith Hall, 2 to 4 p.m. Political
Science, Environment, Forestry and
Internationalization & Public Policy

Political Volatility in the Philippines: Origins of Crisis, Prospects for Reform.

FRIDAY, OCTOBER 20
Prof. Paul Hutchcroft, University of
Wisconsin at Madison 208N Munk
Centre for International Studies.
2:30 to 4:30 p.m. Registration:
webapp.mcs.utoronto.ca. Southeast
Asian Studies



Tara:

The Female Manifestation of Enlightened Energy.

SATURDAY, OCTOBER 21
Gehlek Ramphoche, Jewel Heart Buddhist
Centre. Auditorium, Medical Sciences
Building, 7 p.m. Study of Religion, U of T
Buddhist Community and Jewel Heart
Buddhist Centre

Wandering Weavers: Nomadic Traditions of Asia.

MONDAY, OCTOBER 23
Natalia Nekrasova, Textile Museum of
Canada. 108N Munk Centre for
International Studies. 12:30 to 2:30 p.m.
Registration: webapp.mcs.utoronto.ca.
Asian Institute

Community Genetics of Plant- Arthropod Interactions: The Importance of Genetic Variation and Evolution in *Onothena biennis* (Onagraceae) for Its Arthropod Community.

MONDAY, OCTOBER 23
Marc Johnson, PhD thesis defense. B142
Earth Sciences Building, 3 p.m. Plant &
Microbial Biology and Ecology &
Evolutionary Biology

Toronto's Cultural Big Bang: How Will Massive Large-Scale Cultural Investment Impact the City?

TUESDAY, OCTOBER 24
Rita Davies, City of Toronto; and Joe
Bernardo, Urban Strategies Inc. Election
06, What Future for Toronto? series.
Innis Civic, Innis College. 6:30 to
8:30 p.m. Urban Studies Program, Innis
College, and Urban & Community Studies

MEETINGS & CONFERENCES

Canadian Archeological Mission to the Orontes Valley.

SATURDAY, OCTOBER 14
In conjunction with annual general
meeting of the Canadian Society for
Mesopotamian Studies. Welcome and
introduction, 10:15 to 10:30 a.m.

Ancient Landscapes of the Amuq
Geographical Survey of the Amuq
Valley, 1999-2006. Stephen Batoku, Near
and Middle Eastern civilizations; Lifting
the Veil on a "Dark Age". Recent
Investigations at Tell Tayinat in the
North Orontes Valley. Timothy Harrison,
Near and Middle Eastern civilizations.
10:30 to 11:30 a.m.

Renewal of the Middle Orontes Valley
Survey. Michel Form, Université Laval,
Exploring the Heartland of the Early
Bronze Age "Cahoon" Culture, Lisa
Cooper, University of British Columbia.
11:45 a.m. to 12:45 p.m. Registration
fee: \$25, members \$15, students \$5.

Planning & Budget Committee.

TUESDAY, OCTOBER 17
Council Chamber, Simcoe Hall, 4:10 p.m.

Access to Medicines as a Human Right: What Does It Mean for Corporate Social Responsibility?

WEDNESDAY, OCTOBER 18
Conference will explore the human right
to access essential medicines and focus
specifically on corporate social responsi-
bilities in this area. It will bring together
diverse perspectives from government,

corporations, NGOs and academics for a
full day of discussion and debate. Vivian
& David Campbell Conference Facility.
Munk Centre for International Studies.
Registration fee: \$30, free to students.
8:30 a.m. to 5 p.m. Information:
www.pharmacy.utoronto.ca/rightto
medicine/index.htm. Pharmacy, Law,
Comparative Program on Health & Society
and Munk Centre for International Studies

Working in a Developing Context.

THURSDAY, OCTOBER 19 AND
FRIDAY, OCTOBER 20
Two day event kicks off with a free
evening of international music, dance,
food, silent auction and keynote address
by Prof. Rachel Thibault, University of
Ottawa. 6 to 9 p.m. Symposium begins
Oct. 20 with guest speakers and panel-
lists who will discuss working and/or
volunteers in a developing context with
a healthcare focus. Keynote speakers:
Prof. Sally Hartley, University of East
Anglia, U.K.; and Prof. Michael Iwama,
University of Toronto. Room 610, 500
University Ave. 8:30 a.m. to 4:30 p.m.
Registration fee: \$90, students \$30.
www.icd.utoronto.ca/event.
International Centre for Disability &
Rehabilitation

Diasporic Hegemonies: Race, Gender, Sexuality and the Politics of Feminist Transnationalism.

THURSDAY, OCTOBER 20
Sessions in William Dow Auditorium,
New College Residence, 45 Willocks St.

THURSDAY, OCTOBER 19

Hegemonies (I)
The Evasive Continent: Africa as
Contingent Sign in Black Diaspora,
Anne Marie Makhuu, Duke University.
Rap Passions and Politics: African Youth
Appropriations of Electronic Beat of
Diaspora, Jesse Shipley, Bard College.
Unmapping the Black Diaspora:
Thinking About Human Territory,
Katherine McKittick, Queen's
University. The Violence of Diaspora:
Class, Culture, Circulations, Deborah
Thomas, Duke University 9:30 a.m.
Hegemonies (II)

Race, War and Power: Rethinking
Diaspora: Black Masculinities Through
Performance, Michelle Stephens, Mount
Holyoke; Diaspora Dis/identifications
and the Politics of Black Embodiment,
Dense Noble, Goldsmiths; From the
"Old" World: Knowledge Production
and Diasporic Politics, Gloria Wekker,
Utrecht; Masculinity Tradition
Hegemony, Gamal Abdel-Shehid, York
University 2 p.m. Keynote speaker:
Catoe Boyce Davies, Florida
International University, on Con-dol-
reza Transnationalism, Diaspora and
the Limits of Domestic Feminist
Fositions. 6:30 p.m.

FRIDAY, OCTOBER 20

Keynote speaker: Andrea Smith,
University of Michigan, on Indigenous
Feminist Perspectives on Reproductive
Sexual Capitalism and the Nation-
State. 6:30 p.m.

SATURDAY, OCTOBER 21

Genealogies
Unsettling Genealogies, Suki Ali,
London School of Economics, Land,
Identity and Indigenous Survival, Bonta
Lawrence, York University, Indigeneous
Disease: Pandemics, Legacies and the
"Makwerewere" in Contemporary
South Africa, Neville Hood, University
of Texas at Austin. 9:30 a.m.

Politics
The Politics of Identity Politics, Kasha
Fikes, University of Chicago; Diasporic
Hegemonies, Migratory Politics:
Accountability and Hope at a Time of
Empire, Jacqui Alexander, U of T;
Gender & Sexuality, Politics: The
Epistemologies of African Diaspora,
Michelle Wright, University of
Minnesota. 2 p.m. Information: 416-
946-5800. Women & Gender Studies
New College, Study of the United States,
Diaspora & Transnational Studies,
Caribbean Studies, Equity Studies, Social
Diversity Studies, English, Provost's Office,
Faculty of Arts & Science, Vice-President
(Human Resources and Equity), University
of Pennsylvania, University of Chicago and
Duke University

Spinoza as Religious Philosopher: Between Jewishness and Radical Protestantism.

FRIDAY, OCTOBER 20
That Spinoza was an "object of scandal"
to various religious creeds of his day
often masks the fact that his early intel-
lectual development was in medieval
Judaism and that later on his closest col-
leagues Christians. This symposium
aims to address the different ways
Spinoza's philosophy identifies with the
religious traditions with which he was
involved. Speakers: Prof. Willi
Goeschel, U of T; and Gennet Huter,
University of Ottawa. Respondents: Prof.
David Nivola, U of T; and Michael
Driedger, Brock University. 213 Old
Vincennes College Building, 91 Charles St. W.
1:30 to 4:45 p.m.

Committee on Academic Policy & Programs.

WEDNESDAY, OCTOBER 25
Council Chamber, Simcoe Hall, 4:10 p.m.



MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

U of T Symphony Orchestra.
FRIDAY, OCTOBER 13
Raffi Armenian, conductor. MacMillan
Theatre. 7:30 p.m. Tickets \$19, students
and seniors \$10.

Wind and Band.

SATURDAY, OCTOBER 14
Symphonic Bands, Jeffery Reynolds,
conductor. MacMillan Theatre. 7:30 p.m.
Tickets \$14, students and seniors \$8.

SATURDAY, OCTOBER 21

Alumni Band, Gillian MacKay, conduc-
tor. MacMillan Theatre. 7:30 p.m.
Tickets \$14, students and seniors \$8.

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A one-day conference exploring public
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Thursday, October 26, 2006
9:00 a.m. - 4:30 p.m.
William Dow Auditorium
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FEATURING:
Society's Role in the Optimal
Development of Children
A keynote address by the Honourable
Margaret Morrie McCain

SEMINAR TOPICS INCLUDE:

The Effects of Non-Parental Care:
Evidence from Two Recent Policy
Innovations
Michael Baker, RBC Chair in Public
and Economic Policy
Department of Economics
Faculty of Arts and Science
University of Toronto
Nudging Our Children Safe:
Protecting Them from Cyber
Abuse
Faye Hines, McCain Chair in Child
and Family
Faculty of Social Work
University of Toronto

Linking Policy Research and Policy
Outcomes: The Early Learning and
Child Care Policy Community and
its Impact on Policy Making
Linda White
Department of Political Science
Faculty of Arts and Science
University of Toronto
Child Care Centre Quality: What
Counts and How Do We Count It?
Michael Perreault
Department of Human Development
and Applied Psychology
Ontario Institute for Studies in
Education (OISE)
University of Toronto

Free admission and open to the public.
Advance registration is required. Seating is
limited. For complete details or to register, contact
events@rbc.utoronto.ca or (416) 978-6046.

Organized by the Faculty of Arts and Science, the
Faculty of Social Work and the School of Public Policy
and Governance at the University of Toronto.



2006 Graham Lecture

Geoffrey Hinton

Department of Computer Science
University of Toronto

Monday, 6 November 2006

How the brain learns representations

Abstract:

The brain converts the highly variable signals in millions of
optic nerve fibres into stable internal representations of
familiar objects. Computational neuroscientists are beginning
to understand how to create self-organizing networks of
simulated neurons in which sensible internal representations
of the external world emerge from the interaction between
simple learning rules and the richly structured sensory input.

4:30 p.m., Room 140, University College
15 King's College Circle, University of Toronto

Members of the staff, students and the public are
cordially invited.

EVENTS

Garnier String Quartet. Walter Hall. 7:30 p.m. Tickets \$22, students and seniors \$12.

Visiting Artists & Scholars.

TUESDAY, OCTOBER 17
Adrienne Pieczonka, John R. Stratton
Visiting Artist, master class. Walter Hall. 2:10 p.m.

FRIDAY, OCTOBER 20
James Campbell, J.P. Bickell Visitor, clarinet master class. Room 330. 7 p.m.

Ken Pace Memorial Trust Master Class Series.

FRIDAY, OCTOBER 20
Living/Working in New York, with Quentin Natchoff and Terry Clarke. Boyd Neel Room. 3 to 5 p.m.

Celebrations.

MONDAY, OCTOBER 23
An evening of singing by students, alumni and colleagues; in celebration of Mary Morrison's 80th birthday. Walter Hall. 7:30 p.m. Tickets \$25.

Voice Performance Class.

TUESDAY, OCTOBER 24
The Zone of Performance with Bernard Torguen. Walter Hall. 12:10 p.m.

PLAYS & READINGS

The Strindberg Project: Drama Readings From August Strindberg's Work.

WEDNESDAY, OCTOBER 11
The Dance of Death, with John Neville, Francine Volker and Robin Ware; John Neville, director. Hart House Theatre. 8 p.m. Tickets \$20, students and seniors \$12.

THURSDAY, OCTOBER 12
The Ghost Sonata, with Keith Dincol, Joe Dincol and Martha Farrell; Miss Julie, with Nina Mason, Heather McEwen and Tyrone Savage (presented by the Victoria College Drama Society); Tom Osborne, director. Hart House Theatre. 8 p.m. Tickets \$20, students and seniors \$12.

U of T Bookstore Reading Series.

MONDAY, OCTOBER 16
Natalie MacLean reads from *Red, White and Drink All Over: A Wine-Soaked Journey from Grape to Glass*. Upper Dining Room, Faculty Club. 7:30 p.m.

Shakespeare and the Queen's Men: The Queen's Men in London.

TO OCTOBER 22
Join a modern-day troupe as they attempt to recover the rehearsal techniques of yesterday by taking part in a theatrical experiment of open rehearsal and trial performances. After each open rehearsal and trial performance, audience members will be invited to review the show to help determine if the company is ready to "represent the Queen in the provinces".

TUESDAY, OCTOBER 17
Friar Bacon and Friar Bungay. Open rehearsal. Noon. Trial performance one. 7 p.m. Glen Morris Studio Theatre, 4 Glen Morris St.

WEDNESDAY, OCTOBER 18
Friar Bacon and Friar Bungay. Trial performance two. 7 p.m. Glen Morris Studio Theatre, 4 Glen Morris St.

THURSDAY, OCTOBER 19
King Lear. Trial performance six. 7 p.m. Glen Morris Studio Theatre, 4 Glen Morris St.

FRIDAY, OCTOBER 20
Friar Bacon and Friar Bungay. Trial performance three. 7 p.m. Glen Morris Studio Theatre, 4 Glen Morris St.

SATURDAY, OCTOBER 21
The Famous Victories of Henry V. Trial performance five. 7 p.m. Glen Morris Studio Theatre, 4 Glen Morris St.

SUNDAY, OCTOBER 22
Friar Bacon and Friar Bungay. Trial performance four. 7 p.m. Glen Morris Studio Theatre, 4 Glen Morris St. Jackman Program for the Arts, Pochi Ludique Societas, Graduate Centre for Study of Drama and English



FILMS

Records in Our Heads: Women's Voice and Video.

THURSDAY, OCTOBER 12
Panel discussion and screening of video by Armit Video Productions; co-presented with UTM women's studies department. Mist Studio Theatre, Communication, Culture and Technology Building, UTM. 3 to 5 p.m. Blackwood Gallery

Records in Our Heads: Memory, Media and the Telling of History.

SATURDAY, OCTOBER 21
Panel discussion; co-presented with ImagineNATIVE, with Zacharias Komak, Merata Mita and Alanis Obomsawin. 6 to 8:30 p.m. Screening of Isamu's new film *The Journals of Knud Rasmussen*. Al Green Theatre, 730 Spadina Ave. 7 p.m. Blackwood Gallery

EXHIBITIONS

U OF T ART CENTRE 18th-Century Silver From the University of Toronto Art Collection.

TO OCTOBER 21
This small but exquisite collection of 18th-century English silver was received by the university in 1998. Laidlaw Wing, University College. Hours: Tuesday to Friday, noon to 5 p.m.; Saturday, noon to 4 p.m.

DORIS MCCARTHY GALLERY U OF T AT SCARBOROUGH Rhonda Weppeler and Trevor Mahovsky.

TO OCTOBER 22
Representations or alteration of every-

day objects such as staples, coffee cups, flags, shopping carts and cars. Each is rendered in a single material approximating its general physical character in terms of colour, opacity and reflectivity. Gallery hours: Tuesday to Friday, 10 a.m. to 5 p.m.; Sunday, noon to 5 p.m.

BLACKWOOD GALLERY U OF T AT MISSISSAUGA Isuma: To Have an Idea.

TO OCTOBER 22
A survey exhibition of films produced by Igbokilo Isuma Productions — Canada's first multi-independent production company founded in 1990 by Zacharia Komak, Paul Apak Angilirq, Paulosie Quilqhik and Norman Cohn. Gallery Hours: Monday to Friday, 11 a.m. to 5 p.m.; Sunday, 1 to 5 p.m.

FACULTY CLUB If You Could Read My Mind: An Ode to Gordon Lightfoot.

TO OCTOBER 31
Presented by Five Arts: Lena Endicott, Nancy Anderson, Marcia Zamble, Nancy Neil and Victoria Wallace. The Pub. Hours: Monday to Friday, noon to 10 p.m.

THOMAS FISHER RARE BOOK LIBRARY Extra muros/Intra muros: A Collaborative Exhibition of Rare Books and Special Collections at the University of Toronto.

TO OCTOBER 22
An exhibition highlighting the rare books and special collections at colleges and institutions in and around U of T. Hours: Monday to Friday, 9 a.m. to 5 p.m.

MISCELLANY

New College Book Sale.

FRIDAY, OCTOBER 13 TO MONDAY, OCTOBER 16
Great selection, low prices. Anthologies, anthropology, art, drama, erotica, fem-

mas and queer theory, literature, literary criticism, pedagogy, philosophy, politics, pop fiction; proceeds to benefit New College programs and the Michael Pezos Scholarship Fund. Thursday, Oct. 12, opening talk, music, readings, silent auction. Admission: \$5, students \$2. 5 to 9 p.m. Friday and Saturday, 10 a.m. to 9 p.m.; Sunday and Monday, 10 a.m. to 6 p.m.

An Evening With Romeo Dallaire.

FRIDAY, OCTOBER 13
Opening remarks: Ronald Lett, Canadian Network for International Surgery; Andrew Howard, Office of International Surgery; and David Zakas, Centre for International Health. Great Hall, Hart House. 7 p.m. Tickets: patrons \$100, professionals \$40, students \$20. www.uts.utoronto.ca or 416-978-8849. Canadian Network for International Surgery and International Health and International Surgery, Faculty of Medicine

Dr. Chun Research Library Website Launch Party.

THURSDAY, OCTOBER 19
Check out the library and what it offers, find out about the literature Book Club or sign up for October's book self-publishing workshop; special screening of a talk with Arundhati Roy. The library is a collaboration of the Ontario Public Interest Group and the Centre for Women and Trans People. U of T. 100 North Borden Building. 6 to 8 p.m.

HEADLINES

Please note that information for the Events listing must be received at The Bulletin offices, 21 Kings College Circle, by the following times:

Issue of October 24 for events taking place Oct. 24 to Nov. 7. WEDNESDAY, OCTOBER 11.

Issue of November 7 for events taking place Nov. 7 to 28: Tuesday, NOVEMBER 14.

For information regarding the Events section please contact Ailsa Ferguson at 416-978-6981, ailsa.ferguson@utoronto.ca

COMMITTEES

REVIEW

LIFE SCIENCES, HUMAN BIOLOGY PROGRAMS

An external review committee has been established to review the life sciences, human biology programs Oct. 23 and 24. Members are: Professors William Racz, life sciences program, Queen's University; and Jeff Wine, Department of Psychology, Human Biology, Stanford University.

The committee would be pleased to receive comments from interested persons. These may be submitted to Professor Pekka Sinervo, dean, Faculty of Arts and Science, Room 2005, Sidney Smith Hall.

SEARCH

DIRECTOR, SCHOOL OF PUBLIC POLICY & GOVERNANCE

A search committee has been established to recommend a director of the School of Public Policy & Governance in the

Faculty of Arts & Science. Members are: Professors David Klausner, vice-dean (interdisciplinary affairs) (chair); David Cameron, chair, political science; Jane Gasbell, dean, OISE/UT; Arthur Hosko, chair, economics; Louise Lemeroux-Charles, chair, health policy, management and evaluation; Roger Martin, dean, Rotman School of Management; John Myles, sociology; James Pesando, Institute for Policy Analysis; Doug Reeve, chair, chemical engineering and applied chemistry; Sue Ruddick, geography; Berry Smith, vice-dean (students); School of Graduate Studies; Lorrie Sossin, law; Andrew Stark, public management, UTSOC; and Carolyn Tuohy, provostial adviser on public policy; and Karen Myers, graduate student, sociology.

The committee would appreciate receiving nominations and/or comments from interested members of the university community. These should be submitted to Professor David Klausner, vice-dean (interdisciplinary affairs), Room 2005, Sidney Smith Hall.

UTS OPEN HOUSE

Saturday, October 21 10:00am to 2:00pm

The University of Toronto Schools (UTS) is a co-educational university preparatory school, grades 7 through 12, offering high achieving students, specialized curriculum and a unique learning environment that encourages creative interests, physical activity as well as a sense of social responsibility.

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WE VALUE YOUR OPINION

that's why the back page of *The Bulletin* is devoted to Forum, a place where thoughts, concerns and opinions of interest to colleagues across the university find expression. Original essays by members of the community are both welcomed and encouraged. Faculty, staff and students are invited to submit or discuss ideas with:

ELAINE SMITH, EDITOR *The Bulletin*

416-978-7016 elaine.smith@utoronto.ca

Look forward to hearing from you!

BE OPENLY ACCESSIBLE OR BE OBSCURE?

By JAMES TILL AND JOAN LEISHMAN

PATTERNS OF SCHOLARLY COMMUNICATION ARE CHANGING. OPEN ACCESS (OA) ARCHIVING AND OA publishing are receiving increasingly substantial support. "Be openly accessible or be obscure" may soon join, or even replace, "publish in high-impact journals or perish" as a mantra heard ad infinitum or nauseam by academics. Why is this happening?

One important reason is that more and more universities are establishing OA institutional repositories (IRs). An example is the T-Space IR of the University of Toronto Libraries (space.library.utoronto.ca). Four years ago, Peter Suber, a research professor of philosophy at Earlham College (Richmond, Indiana) and an eloquent advocate of OA, identified three reasons for the increasing number of IRs: the development of open source software for building archives; the acceptance of a standard for making the archives interoperable (the Open Archives Initiative metadata harvesting protocol); and the decision by several universities and laboratories to launch archives and fill them with the research output of their faculty.

In 2002, when Suber wrote this, eprint archiving was already popular in some disciplines, mainly in the physical sciences, mathematics and related fields, as a result of widespread use of the arXiv subject-oriented repository (lanl.arxiv.org). Since then, other subject-based repositories have been established or have grown in popularity. An example is the PubMed Central (www.pubmedcentral.nih.gov) repository, established by the U.S. National Institutes of Health. A major purpose of this article is to increase awareness in the university community about the "OA movement" in general, and IRs in particular. An attempt will be made to answer some frequently asked questions. For example, what is meant by "Open Access"?

Definitions of OA

Definitions of OA continue to be debated but an "object" (text, image, etc.) that's OA should be freely accessible. There should also be a minimum of technical or legal barriers, except for the need for Internet access, and, if copied, for protection of the author(s) from inappropriate or inadequate citation and from the introduction of errors or changes.

Such a definition was proposed by the Budapest Open Access Initiative (BOAI, www.soros.org/openaccess/read.shtml).

Definitions of "OA Publishing" usually involve a stronger definition of OA, where the BOAI definition may be supplemented with additional requirements. A suitable standard format may be required (to increase the feasibility of its preservation if/when preferred formats change). There may also be a requirement that a copy should be deposited in at least one appropriate OA repository that provides interoperability, archiving and appropriate licensing. Such a stronger definition was adopted in the Berlin Declaration (www.zim.mpg.de/openaccess-berlin/berlindeclaration.html).

Ways to achieve OA

How to achieve OA? There are two main ways. One is self-archiving of refereed journal articles in a suitable institutional or disciplinary repository (preferred over self-archiving on the surface web because the latter approach usually lacks the kind of interoperability, stability and clarity about licensing that are characteristics of OA repositories). A convenient summary of journal policies about self-archiving is available via the SHERPA/RoMEO website (www.sherpa.ac.uk/romeo.php).

The other main route to OA involves OA publication. Some OA publications require upfront publication fees (usually waived for those who can't afford them). Some do not. Lund University Libraries maintains a directory of OA journals (www.doaj.org). Some journals permit individual articles to be OA if a publication fee is paid in advance (www.arl.org/news/227/openaccess.html). This "hybrid" version of OA publishing features OA as a property of individual works, not of journals, publishers or repositories.

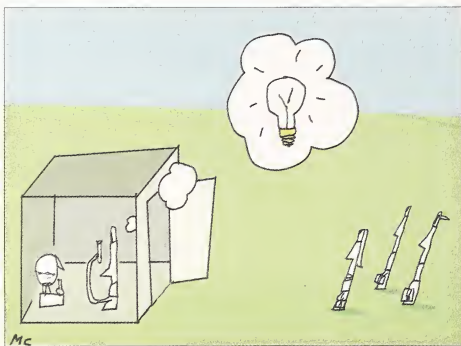
Arguments for OA

Another frequently asked question is: why OA? Examples of arguments in support of OA are these: 1. The Impact Argument: OA leads to increased benefits for authors and their institutions in the ever-accelerating "competition for eyeballs." Evidence is accumulating that OA articles are cited more often and/or are more immediately recognized and cited than non-OA articles. 2. The Accountability Argument (or Taxpayer Argument): Researchers and scholars are accountable to the public that supports them. Taxpayers, who have paid once to support the research, should have access to the outputs of that research and should not be required to pay again for such access. (This is especially so when, in the OA publishing model, important actions that add value to the publication process, such as high-quality peer review and skilled editing, continue to be provided). 3. The Good Public Policy Argument: Greater access to published research outputs will increase scientific and economic benefits through greater knowledge uptake and scientific discovery. 4. The Serials Crisis Argument: Libraries are increasingly unable to provide access to conventional journals because of the ever-rising cost of subscriptions, particularly for biomedical and health sciences journals.

Obstacles to OA

Suber has suggested that the single largest obstacle to OA is "author inertia or omission." The most effective way to overcome this obstacle, says Stevan Harnad, a professor at Southampton University, is for institutions (including funding agencies, universities and their individual departments) to require (mandate) self-archiving of research articles. Such a requirement could be a condition of continuing support of the kind needed for the initiation of productive research and scholarship.

At present, there's an ongoing tug-of-war between some major funders of biomedical and health research (such as the Wellcome Trust and the Research Councils in the U.K., and the National Institutes of Health in the U.S.) that support OA and some prestigious advocates of caution. The latter usually have some vested interest in the conventional publishing model and include the Royal Society, the Association of Learned and Professional Society Publishers, the American Association for the Advancement of Science and a strong lobby of commercial publishers. A continuing evolution of policies seems likely.



Some important Canadian developments

In October 2004 the governing board of the Social Sciences and Humanities Research Council (SSHRC) adopted OA in principle. SSHRC is currently in an implementation phase. The governing board decided in March 2006 that mandating OA is not feasible at this time and that the implementation approach will be supportive and promotional in nature.

Genome Canada currently has a policy that deposition of published manuscripts in the PubMed Central repository is expected to occur within six months.

The Canadian Institutes of Health Research (CIHR) does not currently have a policy about OA to the outputs of research but has recently established an advisory committee on access policy. Attention will be paid not only to the peer-reviewed published results of research but also to physical outputs of research and to data deposited in public databases. An initial draft version of a proposed access policy will

soon be posted on the CIHR website (www.cihr-irsc.gc.ca/e/193.html) and comments about the proposed policy will be sought.

Other recent developments

In August the Wellcome Institute announced funding and support for a U.K. PubMed Central partnership based on the U.S. model to provide free access to an online digital archive of peer-reviewed research papers in the medical and life sciences.

More than 100 university provosts in the U.S. have signed public letters supporting OA and the U.S. Federal Research Public Access Act of 2006 (www.arl.org/sparc/advocacy/frpa/institutions.html).

CERN has announced its plans to convert all particle physics journals to OA. Physics has been a leader in providing OA preprints through its arXiv for many years. This new initiative represents the first time any organization has committed to converting all traditional peer-reviewed journals in an entire field to OA.

What can the University of Toronto community do?

The university community needs to stay informed about OA developments and opportunities in all disciplines. There is also a need for some immediate actions. Senior members of the academic community can lead by example and begin to foster the implementation of OA in their own areas of research. For examples of institutions that have already implemented policies designed to encourage or require deposition of the research output of the institution in an IR, see ROARMAP: The Registry of Open Access Repository Material Archiving Policies (www.eprints.org/openaccess/policy/signup).

During the past year, the advisory committee on the university library put OA high on its agenda to encourage and elevate discussion. The library has a role to play in creating awareness and supporting OA archiving in research repositories including the university's own T-Space.

All members of the university community should pay increasing attention to the implications of OA. As Linda Hutcheon, University Professor of English, has recently pointed out, the "ethical and political implications of the kind of sharing of knowledge that OA allows are appealing to many of us. But what may be just as exciting is the possibility that rethinking the medium-specificity of 'publication' of research might lead to a positive rethinking of the criteria for tenure and promotion."

University Professor Emeritus James Till is a member of the executive committee of Project Open Source 1 Open Access at the University of Toronto (open.utoronto.ca) and currently chairs the advisory committee on access policy of the Canadian Institutes of Health Research.

Joan Leishman is director of the Gerstein Science Information Centre and chair of the committee on libraries of the Association of Faculties of Medicine. This article is based on a brief prepared for a meeting of the AFMC board in May 2006.